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THIRD REPORT

Northwest Territories EQUAL EMPLOYMENT DIRECTORATE

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1987 Progress Report and 1988 Action Plan

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Introduction

While the expectation that this government could move to a level of 52 per cent native participation in the public service within five years may not be fully attainable, most departments have tried hard to carry out their responsibilities under the program.

Unfortunately, the level of achievement has not been directly related to level of effort. Departments which have tried very hard to carry out the aims of the affirmative action program, both in the letter and the spirit of the directive, often have had results just as low as departments which made no effort.

However, in a number of cases, departments have chosen strategies which will not pay off with short-term results. Particularly in the areas where professional training and skills are needed, the effort to attract native northerners into these careers obviously will be a long-term effort.

General Comments

Specific equal employment measures vary from department to department. However, it seems clear that those departments which are most successful have managed to develop a program which fits the department.

Innovative programming has shown up this year. For example, Economic Development created two new administrative regions (Rae and Simpson) to provide greater access for native northerners wanting to work in particular cultural/linguistic settings and to assist in dealing with some employment barriers (i.e. relocation) experienced by native northerners.

As well, in several cases, two departments are cooperating on programs. The Native Language Interpretation Program involves cooperation between the Department's Court Services Division and the Department of Culture and Communications. A proposal for safety officers in the five regions for the Department of Public Works and Highways is being designed by the Safety Division of the Department of Justice; experience as safety officers for DPW will provide experience needed to qualify as safety inspectors.

Several departments have identified problems which do seem to apply across the North.

A major problem is the shortage of native applicants who have an education level of Grade 10 or higher. Our statistics show that one half of all these people currently work for this Government. There is competition between departments for these employees, and some departments think this situation may worsen once land claims are settled and new aboriginal organizations are seeking staff.

Some departments noted that many potential native candidates are staying longer in school because they are interested in work which is of a higher level than clerical tasks. However, while this is a positive development, it does not seem likely that in the foreseeable future, the number of graduates will meet the need.

Economic Development and Tourism noted, for example, that only seven students are expected to graduate from the Arctic College Business Administration Program in 1988. The demand for business administration graduates will greatly exceed the supply over the next few years, as government departments, development corporations and businesses all compete for these people.

Social Services indicated that Arctic College graduates were reluctant to go to the small isolated communities where the jobs are available, so increased numbers of Social Services graduates did not assist the department's affirmative action planning.

A complementary difficulty is the lack of staff who are able to do their job and train a trainee well at the same time. Economic Development noted that while it has created new term positions and has increased officer-level entry positions, it is having problems attracting and keeping skilled program delivery officers who also are competent trainers.

Several departments have begun working on comprehensive human resource planning. Trying to deal with equal employment measures without a human resource plan is like shooting in the dark, one department noted.

A number of departments noted that the impact of the affirmative action plan may well be a long-term impact, which is not fully measurable by current statistics. Several departments have begun programs of scholarships. For example, Public Works and Highways provides financial assistance to individuals in university programs leading to a professional engineering designation; MACA will provide scholarship assistance to people enrolled in technology programs.

Department reports seem to indicate that there still is not enough training funding and positions, although the Department of Education noted that only 101 of the 127 person-years were allocated and that $1 million will lapse in 1987/88 as a result.

There were 26 participants under the Education Leave program, and all available funds will be spent.

Most of the candidates for the academic upgrading program received short-term education leave because it was not practical to have employees upgrade and work at their jobs at the same time. Thus, this funding was used to support such programs as the Engineering Access Program and the Affirmative Action Secretarial Arts Program. Six of the eight graduates of the latter program now are employed in GNWT secretarial positions.

Issues to be Resolved for 1988/89

BASIC EDUCATION

Current policies on basic education must be reviewed. Basic education is the foundation of any employment, whether it be in the public service or in the private sector. Ways must be found to encourage students to stay in school at least until the end of Grade 10, and new ways of providing and running adult education programs must be found.

N.W.T. residents must be fully aware that getting a basic education is a basic prerequisite to getting a good job.

IN-SERVICE TRAINING

There is no need to develop each and every training program here in the North. Requiring that all training be home-grown means that we are continually re-inventing the wheel instead of driving off in the vehicle.

Time and resources are important to us. If a training program is available somewhere else, we should be bringing that program into the North for our use. The aim should be to deliver the training as quickly and as well as possible, not to always develop *northern* training programs.

We must be realistic about the level of support we provide to trainees. In one case which is not unusual, we found that a trainee was receiving almost $45,000.00 per year to go to school; this funding included a percentage of pay, supplementary grants, funding for day care, support for books, a trip home at Christmas, and a scholarship.

A process which coordinates and reviews the funding provided to trainees should be found.

ON-THE-JOB TRAINING

It has become obvious over the past few years that on-the-job training is not necessarily a good tool unless it is accompanied by equally intensive programs for training the trainers. Expecting staff to do their own jobs well and at the same time to train a trainee equally well is not reasonable.

MOBILITY

A policy should be developed on mobility and relocation. Without a clear policy on these related matters, it will not be possible to change the economic development picture of the Northwest Territories.

People must make choices: if they want to live in an industrial setting, they must work in an industrial setting. If people want to live in an agrarian setting, they must accept that the jobs available will be limited largely to the agrarian jobs.

HOUSING

The housing policies of both the territorial and federal governments inhibit mobility.

Most jobs both in the government and in the private sector are here in Yellowknife. Action is needed to deal with the shortage of housing in Yellowknife if people are going to be able to fill those jobs.

People within the City of Yellowknife are not eligible for the Homeownership Assistance Programs, which would help them build their own homes. Some program such as HAP which will allow people to build their own homes at a reasonable cost is necessary for Yellowknife.

TURNOVER

The high turnover rate is partly due to a lack of good human resource skills. Many supervisors and managers within the government do not know how to supervise and manage employees.

The Equal Employment Directorate carried out exit interviews with 50 former employees and 41 former supervisors, and each one noted the lack of human resource skills.

Within the affirmative action program, we recognize that people must be given training if they are to supervise trainees engaged in a training program.

It appears that we need a human resource supervisory training program. We need to teach people how to manage our human resources.

HUMAN RESOURCE PLANNING

In the absence of a clear, concise, simple Human Resource Plan for the Government of the N.W.T., departments are beginning to develop individual plans for themselves. The need for such a plan has become apparent to them as they have worked at the affirmative action program over the past few years.

Our government is too small for far-reaching succession or career pathing planning, but we are too large to continue any longer without a clear and straightforward plan for developing and using our human resources.

A simple plan which deals with the hiring, training and promoting of employees is needed.

SUPPORT SERVICES

Supportive measures such as travelling to visit the northern students attending universities in the south seem to have been successful in encouraging students to stay in post-secondary education.

Specific Departmental Plans

HEALTH
(5 native/77 total staff = 6.5%)

Given that federal health responsibilities are about to be transferred to the N.W.T., and that a new hospital is about to open in Yellowknife, it is crucial that this department integrates this government's policies into these new developments. Such integration will require a major new effort on the part of this department, which has done little if anything to advance affirmative action since the program started.

CULTURE AND COMMUNICATIONS
(50 native/109 total staff = 46%)

The absorption of the language bureau automatically increased the number of aboriginal people working in this department. Native participation does not appear to have increased dramatically at any other point, although the department notes that participation has taken place at higher levels than originally anticipated.

ECONOMIC DEVELOPMENT AND TOURISM
(25 native/122 total staff = 20%)

Creating an additional two regions and expanding training positions are innovative strategies to increase native employment within the department.

EDUCATION
(576 native/1604 total staff = 36%)

While Education indicates that within the non-professional positions, it has met the goal of the Affirmative Action policy (52% native employment), its calculation of aboriginal people *includes* all 192 trainees. Education is the caretaker of these person-years; they are not part of Education's establishment.

EXECUTIVE
(50 native/122 total staff = 41%)

FINANCE
(26 native/131 total staff = 20%)

FINANCIAL MANAGEMENT SECRETARIAT
(2 native/20 total staff = 10%)

The recent appointment of a trainee increases native employees to two.

GOVERNMENT SERVICES
(64 native/264 total staff = 24%)

A large number of positions within the department in such areas as the territorial liquor system and warehousing would seem to offer a natural opportunity for training native northerners. This is not happening, however.

JUSTICE
(6 native/145 total staff = 4.1%)

While the record has not been good in the past, the department has developed some innovative ideas this year and seems to be moving in a positive direction.

LEGISLATIVE ASSEMBLY

No report has been submitted.

MUNICIPAL AND COMMUNITY AFFAIRS
(48 native/176 total staff = 27%)

As a department which deals with many aspects of everyday life in N.W.T. communities, MACA should attract a lot of native people and a lot of interest. However, with only 48 native people on staff, this does not seem to be occurring.

HOUSING CORPORATION
(26 native/170 total staff = 15%)

The Corporation's plans are excellent but do not seem to have paid off as yet. Its current report indicates that it is having difficulty attracting northerners, let alone native northerners, to job competitions.

PERSONNEL
(29 native/83 total staff = 35%)

The report does not indicate a major change in their efforts to recruit natives.

PUBLIC WORKS AND HIGHWAYS
(203 native/638 total staff = 32%)

The numbers of native staff have not increased dramatically, in fact the department has three less natives on staff this year, but a number of the department's plans are long-term investments of time and energy.

RENEWABLE RESOURCES
(81 native/257 total staff = 32%)

The overall numbers of native people in the department have increased only as a result of the transfer of forestry from the federal government.

SOCIAL SERVICES
(137 native/353 total staff = 39%)

The department seems to be trying to improve its native participation. It has taken a longer-term approach, recognizing that trained people are needed for departmental jobs. There is a concern that the department might be considering contracting-out of part of its clerical and secretarial service component.

WORKERS' COMPENSATION BOARD
(4 native/52 total staff = 8%)

The training program developed by the WCB appears to be successful.

Culture and Communications

INTRODUCTION

The Department of Culture and Communications is a single agency with responsibility for all public communications and culturally-related activities. It provides language, public affairs, graphic design, publishing and audio-visual services to all government departments and agencies, and delivers programs to the public through its museums and public library activities. As well, the department administers a cultural affairs program which provides grants and contributions to support community-based cultural activities.

SITUATION ANALYSIS

While the department has slipped slightly behind its goals for native employment, native participation occurred at more senior levels than was originally planned and the over-all departmental achievement was at a more senior level.

The goal for 1987 was a native participation level of 74 out of a staff complement of 135 (55 percent); as of December 1987, the level was 50 native staff members of a staff of 109 (46 percent). This represents an increase of 15% from the December 1985 rate of 26 native staff of 84 total positions (31 percent), and is more than half-way to the department's 1990 target of 73 native staff of a total of 128 staff (57 percent).

Factors which affected 1987 activities included the addition of French-language positions for which no native applications were received; devolution of local librarian positions to the communities; vacancies in the Language Bureau and Cultural Affairs positions; and some difficulty in locating and recruiting native professional staff.

The department's goal for 1988 is to reach a native participation rate of 64 native staff of 127 total staff (50 percent), down by seven percent from the original goal for the factors listed above. The 1989 goal is to have native participation of 57%, slightly down from the original goal of 59%. Achieving the 1989 goal will represent an increase of 26 percent in native participation levels since 1985.

NUMERICAL OBJECTIVES AND TIMETABLES

NON-NUMERICAL OBJECTIVES

Hire

Native people will be recruited and trained as vacancies occur, and for newly-created positions, through the normal channels of recruitment and staffing with the Department of Personnel. Assistance will be expected from the Equal Employment Directorate in finding suitable native persons.

Train

Lower-level positions will be used as manager-trainee positions. The Career Development Program will be used to train a candidate for a Linguist position. One-year training positions will be established for other jobs. On-the-job training, combined with courses and academic training, will be used extensively. On-the-job field training has been provided on some Northern Heritage Centre projects, and will be used more extensively in future.

Promote

Lower-level positions will be used as training areas for more senior positions, particularly in the Language Bureau.

Financial Management Secretariat

INTRODUCTION

This agency provides financial management information and advice to the Executive and senior levels of government. The Secretariat develops the government's five-year Operational Plan and yearly Territorial Budget.

SITUATION ANALYSIS

The Secretariat has 20 person-years, with all positions located in Yellowknife. Most positions are at the officer and manager level, and require a business-related university degree or professional designation or equivalent combination of education and experience.

While the department was recruiting to fill two vacant program analyst positions, a native northerner with related experience and training applied for work with the department. In December, the cabinet appointed him directly to a one-year term training position. A training program was developed in November, and other trainees will be actively sought.

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

Hire

One of two vacant program analyst positions in the department is being held open for a native northerner who currently is undergoing a one-year training program. Recruiting will continue for the other program analyst position. As management and support staff positions become available, every effort will be made to recruit qualified native northerners.

Train

A training program has been developed for a program analyst trainee who had applied directly to the department for work. The department intends to actively seek other trainees for program analyst positions.

Promote

Management opportunities will arise as positions become available and trainees gain experience and demonstrate leadership capability.

Economic Development and Tourism

INTRODUCTION

This department has responsibilities in encouraging, supporting and directing economic development in the Northwest Territories. It operates the business development programs which assist small businesses in funding, expertise and assistance programs; administers special loan funds and funding agreements; supports tourism through coordinated strategies and cooperative marketing, and administers territorial parks.

SITUATION ANALYSIS

The department's plan aims to increase native participation from 27 people (23 percent) in 1985 to 71 people (58 percent) in 1990. As of December 1987, 25 of the 122 departmental employees are of native ancestry (20 percent).

The department's original affirmative action plan called for a 34 percent increase in native employment, bringing the total to 57 percent by 1990. However, this target seems unrealistic at this time. Within the human resources planning process, the department will review its affirmative action plan in 1988 with an eye to establishing realistic and attainable participation levels.

The department has begun a preliminary human resource planning exercise, having found that the lack of an over-all human resource strategy has hampered implementation of the Affirmative Action plan. The department's affirmative action plan was developed in isolation of pertinent N.W.T. labour force data; a revised plan should better reflect client needs, departmental reorganization, fiscal restraint and the supply/demand characteristics of the northern native labour force. The department is considering retaining a human resources coordinator to improve department-wide implementation of affirmative action measures and to ensure integration with other human resource development initiatives.

Departmental reorganization created two new administrative regions (Rae and Simpson), a redistribution of positions, and an increase in the number of term positions available in 1986. Five of the seven regions have officer training positions available. However, there is difficulty in recruiting and retaining skilled program delivery officers who also are competent trainers.

The department's Inuvik office recently has instituted a hiring process which involves native and/or community organizations in all interview boards.

Training efforts are being supported through the provision of resource, instructional and procedural manuals, including an Area Economic Development Officers' Manual which provides policies, step-by-step procedures, background and examples of the range of AEDO responsibilities and is scheduled for completion by April 1, 1988.

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

Hire

In the past two years, departmental reorganization has created new officer training positions. New entry-level and 'bridge' positions also have been created. A range of training programs has been developed, sponsored and staged to better equip native northerners for public service employment.

Train

In-service training initiatives continued throughout the department. In Kitikmeot, AEDO trainees are being trained by Area Economic Development Officers in both Spence Bay and Coppermine. Two officer training positions will be available in each of the newly-created Fort Simpson and Rae regions, currently being staffed. One native AEDO in the Inuvik office is currently on educational leave.

Three headquarters officer trainees in the areas of Natural Resources, Business Development and Tourism are expected to graduate in the summer of 1988 and take up positions in the department. Two native officer trainees (a Regional Tourism Officer Trainee and an Area Economic Development Officer trainee) in the Keewatin are expected to be hired by the department in 1989. An additional officer training position will be sought in the Keewatin.

Five of the 12 officer training positions created by departmental reorganization are filled; the other seven trainees will be hired by the department in 1988.

Six more Inuit enrolled in Eastern Arctic Management Training Program. Four students will graduate from this program in June 1989. In the summer of 1987, the department enrolled four native students in an economic development and native studies career program at Trent University, and this approach to training appears to be quite successful.

Promote

One officer trainee in the In-Service Training Program in the Keewatin has been appointed directly to an officer position within the region.

In the Baffin office, financial analysis and public financial courses were provided for the Assistant Superintendent and microcomputer training was provided for a support staff member, both Inuit. Upgrading opportunities were provided to the clerical and support staff in the Fort Simpson office.

An additional pay level has been added within Area Economic Development Officer positions, allowing greater access to departmental opportunities and more promotional opportunities within this classification.

Education

INTRODUCTION

The Department of Education is responsible for the provision of elementary, secondary and advanced education programs to residents of the Northwest Territories; special needs education and special services; student assistance programs, apprenticeship training and employment programs, production of learning materials and the construction of operation of schools.

Unlike other departments, the department has a dual role. It is responsible for education and upgrading of the population as a whole, as well as being responsible as an employer for hiring, training and promoting native people.

SITUATION ANALYSIS

A review carried out in the fall of 1987 indicated that with native employment of 54 percent, the department had achieved the goal of the native employment policy, a representative workforce (52 percent). Native people fill 351 of the department's 645 non-professional positions (54 percent)*; 86 of the 767 teacher/principal positions (11 percent); and 126 of the 192 trainees/apprentices (66 percent), for a total of 576 of a total departmental workforce of 1,604 (36 percent).

(* Of these positions, 31 are classified as professional positions; thus the department actually has 59 percent native employees according to the GNWT's equal employment plan guidelines).

Fifteen positions were targeted for affirmative action by the department in 1987/88. Six of these were training positions; nine were planned for recruitment. Only one of the six training positions was filled and five of the nine were hired by December 1987 with one position in competition.

Of the training positions: A training position was not established for the dormitory supervisor in headquarters. One training position is on hold and another has been reclassified in the Kitikmeot region pending establishment of the Divisional Board of Education in April 1988. One trainee was lost due to decentralization to Baker Lake (trainee was transferred to the Department of Personnel in Cambridge Bay). Plans had been made to hire a native adult educator trainee in Eskimo Point, but the adult educator there resigned; however, a half-time native adult educator was hired in Coral Harbour.

Of the nine targeted positions: Two are on hold because of delays in classification, no vacancy has occurred in Inuvik to fill the targeted position, and one in Fort Smith is in competition. The other five were filled.

A human resource development officer was not hired this year, and as a result, a human resource plan was not completed. The department has designated a current employee to be responsible for human resource planning.

Arctic College

While Arctic College has no formal affirmative action plan for 1987/88, it has been involved in many training activities which prepare native people for the workforce. Recognizing that it is important to develop a college-wide affirmative action plan and monitor the plan's results, Arctic College now is providing information independently for the Department of Education's equal employment plan.

As of January 1988, 17 of the college's 88 non-professional positions were filled by native people (19 percent). (Of these, four of the 33 administration positions were filled by native people and 13 of the 55 support staff positions.) Six of the 69 instructors were native people (nine percent). Of the total staff of 157, 23 are native (15 percent). (These figures do not include adult educators in the Baffin, Kitikmeot and Keewatin regions, or Arctic College extension instructors.)

Training of Native Teachers

Of the 754.5 teachers in the Northwest Territories, 86 are native people and 124 are teacher trainees taking part in field-based and institutional training programs.

Fort Smith Region

In the Fort Smith area, seven of the 117 teachers are native, 10 of the 14 classroom assistants are native and four of the 12 special needs assistants are native.

In the Rae-Edzo area, eight of the 33 teachers are native, all five classroom assistants are native and all six special needs assistants are native.

In the Fort Simpson area, six of the 35 teachers are native, all 10.5 classroom assistants are native and there is a part-time native person among the two full-time and one part-time special needs assistants.

Inuvik Region

In the Inuvik Region, 17 of 102.5 teachers are native. Fifteen teacher interns from the Inuvik region started their training this year.

Kitikmeot Region

In the Kitikmeot Region, six of 52.5 teachers are native people, three teacher interns are enrolled in a field-based course and 12 native people are taking institutional courses through the Eastern Arctic Teacher Education Program.

Keewatin Region

In the Keewatin Region, 10 of 78 teachers are native and two of these 10 are assistant principals. (Two native teachers resigned in 1986/87 and one was promoted to a position in the regional office.)

Baffin Region

In the Baffin Region, 32 of the 160 teaching positions are filled by native people (20 percent), and the Baffin Divisional Board hopes to increase that to 30 percent by 1989/90. The Board plans to introduce a workshop to lead into the Principal Certification Program being offered through the Department of Education in order to encourage native candidates to become principals and assistant principals.

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

Hire

The department plans to hire six native employees in the 1988/89 year (one in Kitikmeot, two in Fort Smith, two in

Fort Simpson and one in headquarters), and a further 5.5 employees in 1989/90. In 1989/90, Arctic College plans to hire seven employees, and a further 10 employees in 1990/91.

Train

The department plans to train four native employees in 1988/89 (one in headquarters, two in Baffin and one in Kitikmeot) and eight in 1989/90.

Promote

The department plans to promote one person in 1989/90. Arctic College plans to promote one person in 1990/91.

Executive

INTRODUCTION

The Executive includes: Executive Council, Administration, Regional Operations, the Bureau of Statistics, Audit Bureau, Women's Secretariat, Priorities and Planning Secretariat, Energy Mines and Resources Secretariat, Aboriginal Rights and Constitutional Development Secretariat, and the five Regional offices — Baffin, Inuvik, Kitikmeot, Keewatin and Fort Smith. Excluded in 1988 are the Public Utilities and Highway Transport Boards, the Office of Devolution, the Government Leader's office, the Ministers' Executive Assistants and Secretaries, and the Edmonton and Ottawa offices of the Government of the N.W.T.

SITUATION ANALYSIS

The Executive had 37 native staff members of a total staff complement of 121 in 1985 (31 percent). The Executive had planned to increase to 45 native staff of a total complement of 123 in 1986 (37 percent); actual achievement was 44 native employees (36 percent). In 1987, the Executive achieved its planned goal of 51 native staff of a total complement of 122 (42 percent).

The Executive expects its percentage to drop slightly in 1988/89, to 51 native staff of a total complement of 124 (41 percent). In 1989/90, the goal is to have 59 native staff members of a total of 124 (47 percent).

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

Hire

Five native people will be hired in various sectors of the Executive in 1988/89.

Train

Promote

Finance

INTRODUCTION

The Department of Finance provides direction in financial management and basic financial services in support of government operations. It is responsible for preparing financial management information, proper control and reporting of government expenditures, collection and reporting of all revenues, and managing the government revenue fund. The department has three major divisions — administration, treasury and comptrollership.

SITUATION ANALYSIS

The number of native departmental staff members increased significantly. All regions are on or above their targets, and the department as a whole has 26 native employees, exceeding its 1987 target of 24 positions by two positions. As of December 31, 1987, Finance had a total of 131 positions, of which 31 were vacant, for a total staff of 100. Of these, 26 were native employees, for a ratio of 26% native staff.

At headquarters, the target of four native employees was surpassed with an overall increase from three to five. In the Fort Smith region, six positions were filled by native people; one position normally filled by a native person has been transferred to Fort Simpson and is being filled by competition. The Inuvik region achieved its target of three native employees. The Baffin region surpassed its target of two native employees and now has three — the region's final target for the entire five-year plan. With five native employees, the Keewatin region has surpassed its target of four. The Kitikmeot region met its target of four native employees.

Many native staff in the regions took upgrading programs and courses to upgrade their skills. In the Baffin region, one employee took Accounting 30 in evening courses. In the Keewatin region, two native staff, a clerk typist and revenue clerk, took upgrading in the form of a G.E.D. course on half days, three days per week. In the Kitikmeot region, the payroll/travel clerk attended a time management course; the finance clerk took typing upgrading half days, two days per week; and the finance clerk and verification clerk attended the Cross-Cultural Orientation Course.

The 1988/89 revised plan calls for native employees as follows: Headquarters, 5; Fort Smith, 7; Inuvik, 4; Baffin, 2; Keewatin, 4; and Kitikmeot, 5, for a total of 27 native employees in 1988/89. The 1989/90 revised plan calls for Headquarters, 7; Fort Smith, 7; Inuvik, 5; Baffin, 3; Keewatin, 5; and Kitikmeot, 5, for a total of 32 positions in 1989/90.

The 1988/89 revised plan eliminates two native officers in the Kitikmeot region because of the failure of the trainee program. With a new start being made on the trainee program in 1988/89, a successfully trained officer may be on staff in 1990-1991.

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

Hire

In the Inuvik region, a four-month on-the-job training program for a verification clerk was completed; a Depart-

ment of Education trainee position was not used. Personnel procedures require that the job go to competition; it is hoped that the ex-trainee will get the job.

Train

No trainee positions have been established in Headquarters to date, but another attempt to establish these positions will be made in 1988. In Fort Smith region, a trainee position was requested and refused, and will be requested again. Five Fort Smith staff took the Cross-Cultural Orientation in 1987.

In Inuvik region, an accounting services officer trainee was taken on strength in June 1987, with training to be completed August 1989. Training of an accounting officer trainee in the Baffin region will be completed in June 1989; one native employee completed Accounting 30 during evening courses. The Keewatin region did not receive the accounting services trainee position requested from Education, the position again is being requested. In the Kitikmeot region, an accounting services officer trainee position has been requested again, after having been lost when the last trainee left.

Promote

Government Services

INTRODUCTION

The department includes the following divisions: Finance, Office Services, Systems and Computer Services, Supply Services, Motor Vehicles, Petroleum Products, and the N.W.T. Liquor Commission. Departmental responsibilities include purchasing goods and supplies for other departments; government communications and mail systems; acquisition and delivery of all computer equipment and services; issuing all driver licences and vehicle registrations; distributing petroleum products to communities without commercial distributors; and purchasing, distributing and selling alcoholic beverages through liquor stores and agencies.

SITUATION ANALYSIS

In 1985, 15 percent of the department's staff were native employees. The department set a goal of 20 percent for 1986, and achieved staffing of 17 percent. In 1987, the department achieved an overall percentage of 20 percent; its goal was 24 percent. The department hopes to achieve 25 percent native employment in 1988/89, an increase of 12 native employees in the department's workforce.

Projected goals have not been achieved because projected vacancies are not occurring; staffing competitions are not producing enough native candidates; most candidates do not meet minimum qualifications; and most vacancies are in highly technical areas. The department noted that many potential native candidates, particularly in the Baffin region, are staying longer in school because they are interested in work which is of a higher level than clerical tasks. Projected percentages will be reviewed by senior

management to see if they can be adjusted to reflect the above realities.

A reporting system was set up with regional offices and divisions for submitting monthly reports on staff changes and percentages. While the staffing aspect of the department's affirmative action program has not been very successful, the training aspect has been active. All divisions and regional operations were actively involved in affirmative action training of a variety of types.

One Hay Plan employee attended Decision Dynamics, a two-week in-house course on Human Resource categories, supported by the University of Manitoba. Funding was found to help a Finance Section employee complete her CMA Program. The Fort Smith region's Purchasing Officer and Purchasing Officer trainee completed levels within the Purchasing Management Association of Canada's training qualifications. Five native employees in the Keewatin region were trained in areas supportive of their job functions.

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

Hire

The department will continue to fill vacant positions with qualified native northerners, wherever possible, as these vacancies occur.

Train

Approval has been sought from the Department of Education for two-year training positions in the areas of Forms and Records Management. Training programs have been achieved in the Baffin, Kitikmeot and Inuvik regions.

Promote

A number of incumbents will complete their training in 1988 and move into indeterminate positions.

Health

INTRODUCTION

The department provides, develops and enhances health services in the N.W.T. in conjunction with Health and Welfare Canada. It administers the medical care and hospital insurance plans of N.W.T. residents, as well as extended medical benefits, pharmacare program, coordinated home care program, and programs covering extended, chronic and nursing home care. Other responsibilities include medical transportation, health promotion, physician recruitment, family life education, and the collection of health statistics. There will be added mandates upon transfer of all health care to the Government of the N.W.T.

SITUATION ANALYSIS

In 1985, three of 67 positions were filled by native people. In 1986/87, the department had aimed to increase its native employees to 12, but this was not reached. In 1987/88, the department increased its native staff complement by one to five out of a staff of 77 (6.5 percent). Its 1987/88 goal had been to increase its native employees by 10, increasing the percentage to 23 percent from four percent.

All suitable native applicants were hired, but staff turnover was not high. A large percentage of the department's positions require a degree or post-secondary course.

The department is concerned about the lack of native students in health-related fields and lack of native students taking prerequisite courses for health-related training. As a result of discussions with Arctic College, a Health Career upgrading program is in place.

The department is updating information on the number and type of health career opportunities and projected requirements to be expected following the complete transfer of health services to the GNWT.

The department has promoted the health professions at many career fairs and shows, and has funded the N.W.T. Registered Nurses Association to develop media spots, posters and information on nursing in order to encourage young people to get the needed academic qualifications to enter nursing careers.

The department will work with health professionals and educational agencies to promote health careers and establish training programs. The department will achieve additional native employment through replacement of staff through turnover, but this will depend on suitable native applicants applying.

The department notes that the integration of natives in the health professions is a long-term undertaking.

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

Hire

As staff turnover permits, suitable native applicants will be hired.

Train

The department has funded the N.W.T. Registered Nurses Association to promote nursing careers for northern native people. The department has funded a study to determine the best way to train Community Health Representatives, medical interpreters, and health-related cooks. Seats at the University of Manitoba continue to be guaranteed for N.W.T. residents who are interested in entering medical school or in taking upgrading to enter medical school. The department will assist natives who wish to pursue careers in health by working with the Department of Education to ensure they obtain entrance to the required course and funding assistance. A Health Career upgrading program is in place . Arctic College. The department does not see itself as a trainer in the health field, but would be willing to train at the clerical level, given trainees and funds to hire a trainer.

Promote

Clerical staff will be given opportunities for promotion as they obtain formal qualifications through training and on-the-job experience. Natives will be considered for promotion as vacancies occur.

Justice and Public Services

INTRODUCTION

The Department of Justice provides overall guidance and direction to ensure that statutory obligations are met; provides legal services and advice to all departments, secretariats, several boards and the N.W.T. Housing Corporation; prepares all territorial legislation; provides administrative and technical support to the courts; carries out the function of public trustee; maintains a land registry and legal registries; provides Legal Aid services to eligible N.W.T. residents; provides Consumer, Labour and Safety services in the areas of fire safety, occupational health and safety, mechanical and electrical safety; and provides mining inspection services.

SITUATION ANALYSIS

The department's 1987 affirmative action objectives were not achieved. Six native employees were on staff in the department as of December 1987.

The department has set new forecast percentage target figures of six percent for 1988/89, eight percent for 1989/90, and 12 percent for 1990/91.

The department plans to take a more aggressive approach during the next year to ensure improved implementation of the department's affirmative action plan. It hopes to achieve a relatively mixed balance between secretarial/clerical support trades and junior managers in the various divisions, reflected in its new career training plans for legal secretaries, paralegals and lawyers.

The Native Language Interpretation Program involves cooperation between the department's Court Services Division and the Department of Culture and Communications. A proposal for safety officers in the five regions for the Department of Public Works and Highways is being designed by the Safety Division of the Department of Justice; experience as safety officers for DPW will provide experience needed to qualify as safety inspectors.

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

Hire

Directors of divisions have been directed to fill secretarial, clerical and junior manager positions with qualified native persons. Job advertisements are being reviewed and revised if they present barriers to native applicants. Director efforts will be made to recruit native employees. In job competitions, native applicants who possess minimum qualifications will be given priority consideration for hiring. Where possible, native people are to be used for casual work, allowing the department to identify potential new staff and native people to become familiar with the department.

Train

Where minimum qualifications for a position could be met with a training period of two years or less, vacancies will be filled with term positions and native applicants will be trained during the term positions in order to fill the positions on an indeterminate basis.

A paralegal program will be developed, through which two paralegal positions will be created within the department.

An in-service training program for lawyers already is underway. One native person is attending law school, and two more may be admitted next fall. The department is preparing to create a departmental law school scholarship fund for native law school candidates.

A legal secretary position has been identified in the legal division; an employee will complete a five-month legal secretarial course in Edmonton, and spend the rest of the year in on-the-job training in the Legal division. If the pilot project is successful, it will be repeated.

An employee who has been in a training position in the Public Services Resource Centre will continue to receive on-the-job training in typing and computer use, and will be recruited for a permanent position when a suitable position becomes vacant.

Promote

Legislative Assembly

INTRODUCTION

The Legislative Assembly office is responsible for serving the elected Members of the Legislative Assembly; for ensuring the smooth and efficient functioning of the Assembly during sessions of the Legislature; for facilitating the operation of Standing and Special Committees of the Legislature; for administering the Members' retiring allowances; and for ensuring the public is kept informed of the activities of the Legislative Assembly.

SITUATION ANALYSIS

No report was given by the Legislative Assembly.

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

Hire

Train

Promote

Municipal and Community Affairs

INTRODUCTION

The department is highly decentralized, with more than 50 percent of its positions allocated to the five administrative regions. The department is responsible for community planning and development, municipal affairs, sport and recreation programs, community airports and for developing policy and legislation on local government matters.

SITUATION ANALYSIS

As of December 1985, there were 39 native people on staff of a total staff complement of 163 (24 percent). As of December 1987, there were 48 native people on staff of a total staff complement of 176 (27 percent). The department is aiming to achieve 63 native staff members of a total complement of 178 by 1989/90 (35 percent).

Given the decentralized, community-service aspects of its mandate, the department carried out various training programs aimed at providing trained people for communities. The first class graduated from the Community Recreation Leaders Program in 1987; five of the six graduates are native people. Fifty-three N.W.T. residents received lifeguard and instructor training at five workshops held as part of the Junior Leaders Program developed especially for the N.W.T. by staff of the Sports and Recreation division.

One of the five native people who are the first graduates from the Community Recreation Leaders Program has been hired as Regional Recreation Officer in the Baffin region.

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

Hire

The department plans to recruit native persons for its two new positions (Community Works Training Officers) in the Rae and Inuvik offices.

A native person was hired as Divisional Secretary in the Arctic Airports division at headquarters.

One vacant Municipal Affairs Officers position in the Baffin region was filled by a native person who was fully qualified for the position.

A native person may be recruited in a secretarial position in Emergency Measures in 1988/89.

Train

A native person in a secretarial position in the Kitikmeot regional office is receiving additional training through

academic upgrading on a half-day basis, for which the department also provides a tutor.

The Finance and Administration Officer Trainee in the Baffin, after experience in an acting capacity while the term incumbent was on leave, has decided not to continue training because of the pressures of the job and has reassumed her clerical position.

Within the Community Planning division, one candidate has been enrolled in the second year of a four-year Urban and Regional Planning Program at the University of Waterloo under the Planning Internship Program. When she graduates in 1990, the department will have one native planner on staff.

A training program for Planning Technicians has just been developed. Two trainees are expected to be recruited in 1988/89 and one in 1989/90.

Trainee Airport Officer positions have been established and staffed by native persons in the regional offices at Inuvik and Cambridge Bay.

Six native employees will be trained to replace three federal employees at the weather station in Clyde River.

Two trainee positions were established within the Municipal Affairs division at headquarters. One of these positions requires three years of training, the other, two years. Both trainees have completed most of the required coursework and their training-on-the-job assignments.

Two native Land Officer Trainees were recruited in the Lands division. Through financial assistance provided to communities, five native persons have been trained as Planning and Lands Administrators and now are employed by hamlets in the Baffin region.

In 1988, based on a training program and competency profile for a headquarters Policy Advisor position, a trainee is expected to be recruited in the first half of the year.

It is expected that two new Community Works Training Officer positions in 1988/89 will be staffed by native candidates.

Within the Sports and Recreation division, a Regional Recreation Officer trainee position will be established within the Inuvik region. A second Regional Recreation Officer position will be created in the Kitikmeot region for a trainee who will graduate from the Community Recreation Leaders Program in the fall of 1988.

Promote

One headquarters employee is on educational leave to obtain a diploma in administration and will assume an officer-level position in 1990. The Finance and Administration Officer Trainee in Inuvik completed her training program early and is being appointed to the target position. A native person has been appointed Finance and Administration Officer in the Kitikmeot regional office, having completed her training period.

Three native Property Assessors within the Assessment division are currently on educational leave. Two will complete diploma courses in April 1989 and will be eligible to return to Senior Assessor positions at headquarters. The third, who was previously employed as a Senior Assessor, is attending university and will be eligible to return at a managerial level in 1991.

N.W.T. Housing Corporation

INTRODUCTION

The N.W.T. Housing Corporation is responsible for the provision and maintenance of social housing and encouragement of private housing in N.W.T. communities. It includes three divisions: Programs and Planning, Construction and Development, and Finance and Administration. Six district offices deliver programs to the local communities through 41 Housing Associations and four Housing Authorities.

SITUATION ANALYSIS

The Corporation's original plan called for 42 northern native employees of a staff complement of 150 (28 percent) by April 1988; however, actual achievement was 26 northern native employees of a staff complement of 171 (15 percent). Problems were experienced in recruiting staff through the competition process and there was high turnover in areas which are difficult to staff. There was low staff turnover in the areas of entry level and clerical positions.

The Corporation will review its plan with all its managers to set new and realistic targets before the start of the new fiscal year.

Five in-service trainees currently are on staff, and applications for others are pending. Five current indeterminate employees are graduates of the program, including one in a Hay Plan position. Three graduates have been lost to other departments.

In 1987, a comprehensive orientation program was developed to better prepare new employees to be effective public servants in a northern cross-cultural environment.

As part of its Community Awareness Program, the Corporation took part in 12 career shows and regional career fairs and visited more than 20 communities to discuss housing careers. A display unit has been developed for career shows and community presentations and a career brochure has been produced to show career opportunities within the Corporation. An audio-visual presentation currently is being produced.

The Corporation took advantage of various government programs including the Training On-the-Job Program, In-service Training Program and a capital program offering work stations for trainees. Trainers have attended courses on supervision and trainees take part in the GNWT training courses identified in their training plans.

The Corporation's Board of Directors monitors the progress of affirmative action initiatives closely, and each Hay Plan employee is responsible for his or her affirmative action commitments.

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

Hire

Train

Five in-service trainees currently are on staff, and applications for others are pending. However, the Corporation has been unable to get the Department of Education to agree to have the Comptroller and Maintenance Coordinator positions in the district offices set up as training positions.

If the Corporation could establish these positions, it would then request 12 new training person-years.

Personnel

INTRODUCTION

The Department of Personnel is responsible for planning and coordinating personnel management within the Government of the N.W.T. The department is composed of four divisions. The Personnel Services Division is responsible for delivering recruitment and job evaluation services to departments and agencies, and implements the Native Employment Policy. The Staff Relations Division provides guidance to the Government of the N.W.T. on collective agreements and other legislation that impacts on employees. The Human Resources Division is charged with the responsibility of establishing a skilled, stable and productive workforce. The Finance and Administration Division provides financial, administrative and information services to the department.

SITUATION ANALYSIS

The department has continued to recruit and train native personnel. They will begin to experience results in 1988/89 when they place current trainees in senior positions at headquarters and in the regions.

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

1988 Plan

The department's plans for 1988/89 include the hiring of 10 additional native employees to bring the percentage of native representation to 48%.

Special Initiatives

The Staffing and Classification Division has funding to contract a firm to assist in the development of a marketing/recruitment strategy to allow for more effective sourcing of native applicants. In addition, a formal external review of the department's policies, procedures and guidelines will be performed to determine whether there are systemic barriers to native employment, training and promotion.

Hire

Several positions were filled during the year with native employees and recruitment efforts concentrated on finding suitable candidates.

Train

Trainee positions were established in the Keewatin Region and the Kitikmeot Region at PA 1 levels. In addition, the department has two native persons in educational institutions and targeted for managerial positions when their studies are completed. Three other native employees are also receiving higher education.

Promote

A native employee was promoted to the position of Area Personnel Manager in Fort Simpson. The department continued its efforts to provide in-house training to enable additional promotions to occur.

Public Works and Highways

INTRODUCTION

The department is responsible for design, construction, acquisitions, maintenance and operation of buildings, works and equipment required by other Government of the N.W.T. departments in delivering their programs and services; for the delivery of highways and ferry programs; and for providing a property management service to the Government of the N.W.T.

SITUATION ANALYSIS

While the department met or surpassed its 1987 native employment targets in the Kitikmeot, Keewatin and Fort Smith regions, overall departmental achievement was 18 employees below target. (12 at headquarters and six in regional operations). The largest variance in projected and actual 1987 native employee figures exists in the clerical, general labour and trades classification groups at headquarters.

Many of the short and long-term activities begun by the department in 1987 will not affect employment figures in the short-term but will have a substantial long-term impact.

While many initiatives have been successful in the past two years, parts of the original plan may not be realistic given existing/forecast GNWT program development, training and/or financial resources available, and the characteristics of the N.W.T. native labour force. In 1988, the 27 plans which form the department's 1986 affirmative action plan will be reviewed and revised.

The original plan was developed in isolation of baseline data on the size, mobility, skills and education levels of the N.W.T. labour force, and prior to development of a comprehensive GNWT human resource strategy. The impact of privatization, decentralization, devolution and the GNWT's capital plan could not be factored into the 1986 plan. All financial resources requested were not provided, and the Department of Education's In-service Training Program could not be used as extensively and for as varied training activities as was originally assumed.

In 1986, in conjunction with the Department of Education, the department created a program to develop supervisory skills of trades and maintenance personnel and began an academic upgrading, career and university orientation program for five native candidates to prepare for entrance to the University of Manitoba's Engineering Access program.

The department's job descriptions have been reviewed and rewritten to ensure that the minimum educational and experience qualifications are listed for each position. A comprehensive Careers Awareness program was initiated in 1987.

Local Involvement in Projects

The Executive Council established a committee of Deputy

Ministers from the Departments of Public Works and Highways, Education and Economic Development and Tourism and from the N.W.T. Housing Corporation to develop ways of increasing local involvement in projects, based on a 1986 Public Works discussion paper.

The committee will identify construction jobs created in each community as a result of GNWT capital construction programs; assess existing supply and skill levels of community labour forces; determine which construction jobs could be filled locally; determine training levels needed to prepare local residents for construction projects; and develop and facilitate training and apprenticeship programs.

The committee's strategy will be presented to the Executive Council by the end of 1987/88.

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

Hire

Train

Two native people are enrolled in the University of Manitoba's Engineering Access Program as a result of the ENGAP academic upgrading program. Two others are pursuing in-service training with Municipal and Community Affairs, and another is working with Public Works and Highways in Fort Smith.

The development of the Supervisory/Management Training Program continued. It will be delivered to employees of the department, community governments, the Housing Corporation and potentially the private sector.

A marine deckhand training course is being developed for people who want to work on GNWT ferries. Training will be delivered in the spring of 1988 in communities close to ferry crossings.

Training for weigh scale operators is being developed and will be implemented in the spring of 1988.

Promote

Renewable Resources

INTRODUCTION

This department is responsible for managing wildlife through sound conservation techniques, in consultation with hunters and trappers; developing the renewable resource economy and promoting and understanding of conservation; administering the Forestry program devolved to the GNWT from the Federal government; environmental planning and assessment, including land use planning in cooperation with native groups and the Federal government; and pollution control prevention, monitoring and enforcement.

SITUATION ANALYSIS

The transfer of the forestry program from the Federal government has increased the department's staff complement by 121 person-years and also has increased the number of native employees in the department. The GNWT's decentralization program has led to the loss of some native employees, who preferred to resign rather than to transfer. Overall, however, the department shows an increase in native employment.

The plan calls for specific vacated positions in the department to be targeted for affirmative action. These positions will be staffed on a term basis and natives will be identified to train for the term positions. At the end of the training period, the position will be offered to the trainee. The number of native trainees and hires is difficult to forecast because we cannot predict when vacancies will occur.

As program responsibilities continue to be transferred from the Federal government, the department's native/non-native ratio will be subject to dramatic shifts. The department's affirmative action plan will be reviewed and adjusted as necessary as these changes occur.

Of the department's total staff complement of 286, 161 are native people (56 percent). The department aims to have 167 native people of a total staff complement of 286 by 1989/90 (58 percent).

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

Hire

Native people will be hired to fill positions which have been identified for affirmative action.

Specific vacated positions are identified for affirmative action. The positions will be staffed on a term basis, and native people will be identified to train for the term position. These positions will be offered to the trainee at the completion of the training period.

Train

Specific positions identified for affirmative action will be staffed on a term basis, and native people will be identified to train for the term position. These positions will be offered to the trainee at the completion of the training period. Some Arctic College graduates will be hired and given on-the-job training. Others are being trained through the In-service Training Program.

Promote

Native people will be promoted as they complete training and positions become available.

Social Services

INTRODUCTION

The department provides social services in the areas of family and children's services, services for the aged and handicapped and financial assistance services, and operates the corrections and alcohol and drug programs.

SITUATION ANALYSIS

In December 1985, there were 131 native people on staff among a staff of 345 (38 percent). As of December 1987, 137 of the 353 staff members were native people (39 per-

cent). In 1988/89, the department anticipates that of a total of 385 staff members, 159 will be native people (41 percent). The department expects to have 187 native people on staff of a total complement of 410 by 1989/90 (46 percent). Native representation has increased from 37% to 39%, but the department did not achieve its 1987 goal of 41%.

A comprehensive promotional campaign has been undertaken to encourage northern people to consider social service careers. The campaign, which includes a career video, four television ads, posters and brochures, is aimed at recruiting native northerners into entry level positions and others to enroll in post-secondary social service programs. The department also is taking a much more active role in recruiting, no longer relying solely on the Department of Personnel and the Native Employment Staffing Directive to meet its needs.

Few members of the 1987 graduating class of the Social Services Diploma program at Arctic College were willing to move to locations in which positions were vacant (generally, the smaller and more isolated communities). Plans to educate people from Eastern Arctic communities in Social Services and hire them to work in their home communities were slowed by the delay in starting the Human Service Program at Iqaluit Campus.

Over the past year, the department has begun to develop a Human Resource Plan which will include comprehensive plans for all native staff and for future native employment.

While the department increased its native employment percentage over the past year, its target was too high, given the labour market realities and the competition between departments for the existing complement of skilled northern native people.

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

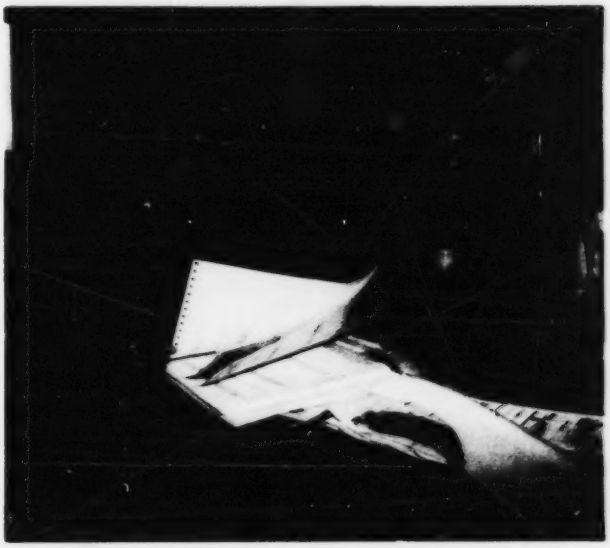
Hire

The department is taking an active role in recruiting, and has undertaken a comprehensive promotional campaign to recruit native northerners into entry-level positions. A career video was developed to promote social service careers, four television ads and posters and pamphlets were prepared, and a Social Services Career display was circulated across the N.W.T.

Train

About 60 participants took part in training and courses including Community Social Development, Suicide Prevention, Human Development Workshop, Athabasca University courses, upgrading programs and Arctic College courses.

Four native staff members received on-the-job training, and 18 native in-service trainees were supported in Social Work, Child Care, Corrections and Management training programs. Eight native staff members currently are on education leave and will be returning with enhanced career potential.



Specialized training was provided to native field staff to meet local and regional needs.

Promote

Career paths were developed for Social Workers, Correctional Officers, Child/Youth Counsellors and Youth Officers. Along with other human resource planning and development programs, this will encourage and support existing staff at junior levels to advance to the department's senior management levels.

A combination of on-the-job training, in-service training, and career pathing is being used to prepare native staff for promotion.

Workers' Compensation Board

INTRODUCTION

The Workers' Compensation Board is responsible for compensating workers for wage loss due to disability arising from accidents occurring during employment. Protection is extended to all accidents arising from employment rather than just those caused by employer negligence. The Workers' Compensation Board adjudicates claims rather than the courts, and makes employers' liability collective rather than individual.

SITUATION ANALYSIS

During 1987, 14 competitions were held, of which one resulted in the promotion of an existing employee, three resulted in the hiring of four native people, nine resulted in hiring of nine non-native people, and one of which is still incomplete. Ten of the competitions attracted no native candidates; of the remaining four which included applications from native people, three competitions were filled with native candidates.

As an alternative to the competition system, which is not successful in increasing the complement of native employees, the WCB has implemented a training program under which high school graduates are trained to become officers, and this program seems to be much more successful. The competition to hire two trainees, distributed across the N.W.T., attracted 142 applications, with 38 applications from native people. Only native candidates were considered and two were hired, commencing employment on January 4, 1988.

As of December 1985, two of 52 positions (four percent) were held by native people; as of December 1987, four of 52 positions (eight percent) are held by native people. In 1988/89, the WCB hopes to hire three native people and four native trainees, for 11 native members of a staff of 54 (20 percent). By 1989/90, the WCB hopes to have 16 native staff members of a staff of 52, for a total of 30 percent.

NUMERICAL OBJECTIVES AND TIMETABLE

NON-NUMERICAL OBJECTIVES

Hire

The WCB plans to hire three native people in 1988/89.

Preference continues to be given to qualified native candidates when vacancies are staffed. However, it is expected that few vacancies will occur on staff this year. With turnovers and staffing vacant positions, it would appear that the maximum number of native people who may be added to staff this year would be seven.

Train

We intend to bring two more trainees on staff later this year, under the training program outlined above. However, given that the WCB only has 52 positions, there is a limit to the number of trainees who can be absorbed in officer-level positions as there is not a significant turnover at this level.

Promote

TABLE 1
NORTHWEST TERRITORIES PUBLIC SERVICE

DEPARTMENT	ACTUAL (DEC 85)			PLAN 86			ACTUAL (DEC 86)			PLAN 87			ACTUAL (DEC 87)			1988 - 1989						1989 - 1990						CHANGE FROM 1985 TO 1990	
	TOTAL # OF POSIT	NATIVES #	NATIVES %	TOTAL # OF POSIT	NATIVES #	NATIVES %	TOTAL # OF POSIT	NATIVES #	NATIVES %	TOTAL # OF POSIT	NATIVES #	NATIVES %	TOTAL # OF POSIT	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT	NATIVES #	NATIVES %	#	%
EXECUTIVE	121	37	31%	123	45	37%	123	44	36%	122	51	42%	122	50	41%		5		124	55	44%		4	1	124	60	48%	23	18%
LEGISLATIVE ASSEMBLY	16	5	31%	16	6	38%	16	6	38%	16	7	44%	16	7	44%		1		16	8	50%		1		16	9	56%	4	25%
FINANCIAL MANAGEMENT SECRETARIAT	19	0	0%	20	1	5%	20	0	0%	20	2	10%	20	2	10%		2		21	4	19%				21	4	19%	4	19%
PERSONNEL	68	20	29%	71	25	35%	79	26	33%	80	32	40%	83	29	35%		10		82	39	48%	3	5		83	46	55%	26	26%
FINANCE	115	17	15%	123	22	18%	123	18	15%	126	24	19%	131	26	20%		1		131	27	21%	2	3		131	30	23%	13	8%
GOVERNMENT SERVICES	231	34	15%	241	47	20%	249	43	17%	264	64	24%	264	64	24%		27		264	91	34%		31		264	122	46%	88	31%
CULTURE & COMMUNICATIONS	84	26	31%	110	50	45%	94	44	47%	135	74	55%	109	50	46%	4	8	2	127	60	47%	2	6	1	128	67	52%	41	21%
EQUAL EMPLOYMENT DIRECTORATE	10	9	90%	10	9	90%	10	7	70%	12	9	75%	12	9	75%	1			12	9	75%				12	9	75%	0	-15%
MUNICIPAL AND COMMUNITY AFFAIRS	163	39	24%	173	52	30%	165	37	22%	176	47	27%	176	48	27%	2	6	1	178	55	31%		8		179	63	35%	24	11%
PUBLIC WORKS & HIGHWAYS	588	209	36%	588	220	37%	600	223	37%	609	243	40%	638	203	32%		28		613	231	38%		25		614	256	42%	47	6%
SOCIAL SERVICES	345	131	38%	361	150	42%	382	142	37%	396	162	41%	353	137	39%	21	3	19	385	159	41%	20	11	17	410	187	46%	56	8%
RENEWABLE RESOURCES	141	38	27%	148	45	30%	153	40	26%	154	42	27%	257	81	32%	13	8	1	250	90	36%		6		251	96	38%	58	11%
ECONOMIC DEVELOPMENT & TOURISM	120	27	23%	130	33	25%	120	28	23%	121	34	28%	122	25	20%	11	16		124	41	33%		23		128	64	50%	37	28%
EDUCATION	555	302	54%	574	324	56%	662	342	52%	645	351	54%	645	351	54%	4	6		652	357	55%	7	14	1	660	372	56%	70	2%
EDUCATION (Teach. Train. & App.)	846	221	26%	845	244	29%	908	210	23%	959	225	23%	959	225	23%				958	225	23%		25		957	250	26%	29	0%
JUSTICE	134	4	3%	142	17	12%	139	6	4%	144	18	12%	145	6	4%		3		145	9	6%		6		145	15	10%	11	7%
WORKERS' COMPENSATION BOARD	52	2	4%	50	9	18%	51	2	4%	49	6	12%	52	4	8%	2	4	1	52	9	17%		6	2	52	17	33%	15	29%
HEALTH	67	3	4%	69	12	17%	77	6	8%	71	16	23%	77	5	6%		7	1	77	13	17%		11	1	75	25	33%	22	29%
N.W.T. HOUSING CORPORATION	128	12	9%	156	60	38%	137	18	13%	149	42	28%	170	26	15%	10	10		170	36	21%	10	5	5	171	46	27%	34	18%
N.W.T. PUBLIC SERVICE TOTAL :	3800	1136	30%	3950	1371	35%	4107	1242	30%	4248	1449	34%	4351	1348	31%	68	145	25	4381	1518	35%	44	190	28	4421	1738	39%	602	9%

EQUAL EMPLOYMENT DIRECTORATE
NORTHWEST TERRITORIES PUBLIC SERVICE
(Percentage of Native Employment with Professional Groups)

	DEPARTMENT	ACTUAL DEC.31/85	<1> ACTUAL DEC.31/86	<2> ACTUAL DEC.31/87	<2> - <1> DIFF.	<3> TARGET 1987	<2> - <3> DIFF.
11	EXECUTIVE	30.6	35.8	41.0	5.2	42.0	-1.0
12	LEGISLATIVE ASSEMBLY	31.3	37.5	43.8	6.3	44.0	-0.3
13	FINANCIAL MANAGEMENT SECRETARIAT	0.0	0.0	10.0	10.0	10.0	0.0
14	PERSONNEL	29.4	32.9	34.9	2.0	40.0	-5.1
15	FINANCE	15.2	14.6	19.8	5.2	19.0	0.8
16	GOVERNMENT SERVICES	14.7	17.3	24.2	7.0	24.0	0.2
17	CULTURE & COMMUNICATIONS	31.0	46.8	45.9	-0.9	55.0	-9.1
18	EQUAL EMPLOYMENT DIRECTORATE	90.0	70.0	75.0	5.0	75.0	0.0
21	MUNICIPAL AND COMMUNITY AFFAIRS	23.9	22.4	27.3	4.8	27.0	0.3
31	PUBLIC WORKS & HIGHWAYS	35.5	37.2	31.8	-5.3	40.0	-8.2
41	SOCIAL SERVICES	38.0	37.2	38.8	1.6	41.0	-2.2
51	RENEWABLE RESOURCES	27.0	26.1	31.5	5.4	27.0	4.5
61	ECONOMIC DEVELOPMENT & TOURISM	22.5	23.3	20.5	-2.8	28.0	-7.5
71	EDUCATION	54.4	51.7	54.4	2.7	54.0	0.4
	EDUCATION (TEACH. TRAIN. & APP.)	26.1	23.1	23.5	0.3	23.0	0.5
81	JUSTICE	3.0	4.3	4.1	-0.2	13.0	-8.9
83	WORKERS' COMPENSATION BOARD	3.8	3.9	7.7	3.8	12.0	-4.3
91	HEALTH	4.5	7.8	6.5	-1.3	23.0	-16.5
93	N.W.T. HOUSING CORPORATION	9.4	13.1	15.3	2.2	28.0	-12.7
	A L L	29.9	30.2	31.0	0.7	34.0	-3.0

TABLE 2
NORTHWEST TERRITORIES PUBLIC SERVICE
(Without Professional Groups)

DEPARTMENT	ACTUAL (DEC 85)			PLAN 86			ACTUAL (DEC 86)			PLAN 87			ACTUAL (DEC 87)			1988 - 1989						1989 - 1990						CHANGE FROM 1985 TO 1990	
	TOTAL # OF POSIT	NATIVES #	NATIVES %	TOTAL # OF POSIT	NATIVES #	NATIVES %	TOTAL # OF POSIT	NATIVES #	NATIVES %	TOTAL # OF POSIT	NATIVES #	NATIVES %	TOTAL # OF POSIT	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT	NATIVES #	NATIVES %	#	%
EXECUTIVE	118	37	31%	120	45	38%	120	44	37%	119	50	42%	119	49	41%		5		121	54	45%		3	1	121	58	48%	21	17%
LEGISLATIVE ASSEMBLY	12	3	25%	12	4	33%	12	5	42%	12	6	50%	12	6	50%		1		12	7	58%		1		12	8	67%	5	42%
FINANCIAL MANAGEMENT SECRETARIAT	19	0	0%	20	1	5%	20	0	0%	20	2	10%	20	2	10%		2		21	4	19%				21	4	19%	4	19%
PERSONNEL	68	20	29%	71	25	35%	78	26	33%	79	32	41%	82	29	35%		10		81	39	48%	3	5		82	46	56%	26	27%
FINANCE	109	17	16%	120	22	18%	120	18	15%	123	24	20%	125	26	21%		1		125	27	22%	2	3		125	30	24%	13	8%
GOVERNMENT SERVICES	207	33	16%	216	46	21%	220	42	19%	240	63	26%	240	63	26%		27		240	90	38%		30		240	120	50%	87	34%
CULTURE & COMMUNICATIONS	82	26	32%	107	50	47%	92	44	48%	132	74	56%	106	50	47%	3	8	2	123	60	49%	2	6	1	124	67	54%	41	22%
EQUAL EMPLOYMENT DIRECTORATE	10	9	90%	10	9	90%	10	7	70%	12	9	75%	12	9	75%	1			12	9	75%				12	9	75%	0	-15%
MUNICIPAL AND COMMUNITY AFFAIRS	138	37	27%	146	50	34%	139	36	26%	148	46	31%	148	47	32%	2	6	1	150	54	36%		6		151	60	40%	23	13%
PUBLIC WORKS & HIGHWAYS	494	207	42%	494	218	44%	498	223	45%	515	243	47%	516	203	39%		28		518	231	45%		25		519	256	49%	49	7%
SOCIAL SERVICES	327	131	40%	340	149	44%	360	141	39%	372	160	43%	337	137	41%	19	2	17	368	156	42%	20	10	14	391	180	46%	49	6%
RENEWABLE RESOURCES	116	38	33%	122	44	36%	126	39	31%	126	41	33%	215	80	37%	11	7	1	210	88	42%		5		211	93	44%	55	11%
ECONOMIC DEVELOPMENT & TOURISM	113	27	24%	121	33	27%	113	27	24%	113	32	28%	115	25	22%	10	15		117	40	34%		20		120	60	50%	33	26%
EDUCATION	528	298	56%	541	318	59%	631	337	53%	610	344	56%	610	344	56%	4	6		617	350	57%	7	14		625	364	58%	66	2%
EDUCATION (Teach. Train. & App.)	193	143	74%	190	142	75%	141	126	89%	192	126	66%	192	126	66%				191	126	66%		-1		190	125	66%	-18	-8%
JUSTICE	123	4	3%	127	17	13%	126	6	5%	130	17	13%	131	6	5%		3		131	9	7%		6		131	15	11%	11	8%
WORKERS' COMPENSATION BOARD	52	2	4%	50	9	18%	51	2	4%	49	6	12%	52	4	8%	2	4	1	52	9	17%		6	2	52	17	33%	15	29%
HEALTH	62	3	5%	64	12	19%	72	5	7%	66	15	23%	72	4	6%		7	1	72	12	17%		7	1	69	20	29%	17	24%
N.W.T. HOUSING CORPORATION	85	11	13%	113	49	43%	79	12	15%	106	27	25%	102	19	19%	5	8		102	27	26%	5	4	2	103	33	32%	22	19%
N.W.T. PUBLIC SERVICE TOTAL :	2856	1046	37%	2984	1243	42%	3008	1140	38%	3164	1317	42%	3206	1229	38%	57	140	23	3263	1392	43%	39	150	21	3299	1565	47%	519	11%

NORTHWEST TERRITORIES PUBLIC SERVICE
(Percentage of Native Employment without Professional Groups)

	DEPARTMENT	ACTUAL DEC.31/85	<1> ACTUAL DEC.31/86	<2> ACTUAL DEC.31/87	<2> - <1> DIFF.	<3> TARGET 1987	<2> - <3> DIFF.
11	EXECUTIVE	31.4	36.7	41.2	4.5	42.0	-0.8
12	LEGISLATIVE ASSEMBLY	25.0	41.7	50.0	8.3	50.0	0.0
13	FINANCIAL MANAGEMENT SECRETARIAT	0.0	0.0	10.0	10.0	10.0	0.0
14	PERSONNEL	29.4	33.3	35.4	2.0	41.0	-5.6
15	FINANCE	15.6	15.0	20.8	5.8	20.0	0.8
16	GOVERNMENT SERVICES	15.9	19.1	26.3	7.2	26.0	0.3
17	CULTURE & COMMUNICATIONS	31.7	47.8	47.2	-0.7	56.0	-8.8
18	EQUAL EMPLOYMENT DIRECTORATE	90.0	70.0	75.0	5.0	75.0	0.0
21	MUNICIPAL AND COMMUNITY AFFAIRS	26.8	25.9	31.8	5.9	31.0	0.8
31	PUBLIC WORKS & HIGHWAYS	41.9	44.8	39.3	-5.4	47.0	-7.7
41	SOCIAL SERVICES	40.1	39.2	40.7	1.5	43.0	-2.3
51	RENEWABLE RESOURCES	32.8	31.0	37.2	6.3	33.0	4.2
61	ECONOMIC DEVELOPMENT & TOURISM	23.9	23.9	21.7	-2.2	28.0	-6.3
71	EDUCATION	56.4	53.4	56.4	3.0	56.0	0.4
	EDUCATION (TEACH. TRAIN. & APP.)	74.1	89.4	65.6	-23.7	66.0	-0.4
81	JUSTICE	3.3	4.8	4.6	-0.2	13.0	-8.4
83	WORKERS' COMPENSATION BOARD	3.8	3.9	7.7	3.8	12.0	-4.3
91	HEALTH	4.8	6.9	5.6	-1.4	23.0	-17.4
93	N.W.T. HOUSING CORPORATION	12.9	15.2	18.6	3.4	25.0	-6.4
	A L L	36.6	37.9	38.3	0.4	42.0	-3.7

TABLE A
DEPARTMENT OF THE EXECUTIVE

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989					1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	AU	I	2	0	0%	2	0	0%	2	0	0%		1		Hire Junior Auditor	2	1	50%	2	1	50%	1	50%
AS	AU	II	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	AU	III	3	0	0%	3	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
AS	AU	IV	7	0	0%	7	0	0%	7	0	0%					7	0	0%	7	1	14%	1	14%
AS	AU	V	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
AS	AU	VI	3	0	0%	3	0	0%	3	0	0%					3	0	0%	3	0	0%	0	0%
AS	XS	I	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
AS	XS	II	7	2	29%	7	2	29%	7	3	43%		1		Inuvik	7	4	57%	7	4	57%	2	29%
AS	XS	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	AF	I	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	CE	II	6	2	33%	6	2	33%	6	3	50%		1		Women's Secretartiat	6	4	67%	6	4	67%	2	33%
AS	CE	IV	14	10	71%	14	12	86%	14	12	86%					14	12	86%	14	12	86%	2	14%
AS	GA	I	14	11	79%	14	11	79%	14	11	79%					14	11	79%	14	12	86%	1	7%
AS	GA	II	1	1	100%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	-1	-100%
AS	GA	III	4	1	25%	4	1	25%	4	1	25%		1		Inuvik	4	2	50%	4	3	75%	2	50%
AS	PA	I	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	PE	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	PE	IV	2	0	0%	2	0	0%	2	1	50%					2	1	50%	2	2	100%	2	100%
AS	ST	I	3	2	67%	4	3	75%	4	4	100%		1		Executive	6	5	83%	6	5	83%	3	17%
AS	ST	II	6	2	33%	6	4	67%	6	5	83%					6	5	83%	6	5	83%	3	50%
AS	ST	III	1	1	100%	1	1	100%	1	1	100%					1	1	100%	1	1	100%	0	0%
AS	ST	IV	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	ST	V	1	1	100%	1	1	100%	1	1	100%					1	1	100%	1	1	100%	0	0%
PD	IF	II	1	0	0%	1	0	NA	0	0	NA					0	0	NA	0	0	NA	0	NA
May plan			36	4	11%	38	7	18%	38	8	21%					38	8	21%	38	9	24%	5	13%
DEPARTMENT TOTAL			121	37	31%	123	44	36%	122	50	41%	0	5	0		124	55	44%	124	60	48%	23	18%

TABLE B
DEPARTMENT OF THE EXECUTIVE

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 -1989						1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	AU	I	2	0	0%	2	1	50%	2	0	0%	2	1	50%	2	0	0%		1		2	1	50%				2	1	50%
AS	AU	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	AU	III	3	0	0%	3	0	0%	3	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
AS	AU	IV	7	0	0%	7	0	0%	7	0	0%	7	0	0%	7	0	0%				7	0	0%			1	7	1	14%
AS	AU	V	2	0	0%	2	0	0%	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
AS	AU	VI	3	0	0%	3	0	0%	3	0	0%	3	0	0%	3	0	0%				3	0	0%				3	0	0%
AS	XS	I	2	0	0%	2	0	0%	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
AS	XS	II	7	2	29%	7	2	29%	7	2	29%	7	3	43%	7	3	43%		1		7	4	57%				7	4	57%
AS	XS	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	AF	I	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	CK	II	6	2	33%	6	2	33%	6	2	33%	6	3	50%	6	3	50%		1		6	4	67%				6	4	67%
AS	CK	IV	14	10	71%	14	12	86%	14	12	86%	14	12	86%	14	12	86%				14	12	86%				14	12	86%
AS	GA	I	14	11	79%	14	11	79%	14	11	79%	14	11	79%	14	11	79%				14	11	79%		1		14	12	86%
AS	GA	II	1	1	100%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	GA	III	4	1	25%	4	1	25%	4	1	25%	4	1	25%	4	1	25%		1		4	2	50%		1		4	3	75%
AS	PA	I	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	PE	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	PE	IV	2	0	0%	2	0	0%	2	0	0%	2	1	50%	2	1	50%				2	1	50%		1		2	2	100%
AS	ST	I	3	2	67%	4	3	75%	4	3	75%	4	4	100%	4	4	100%		1		6	5	83%				6	5	83%
AS	ST	II	6	2	33%	6	4	67%	6	4	67%	6	5	83%	6	5	83%				6	5	83%				6	5	83%
AS	ST	III	1	1	100%	1	1	100%	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
AS	ST	IV	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	ST	V	1	1	100%	1	1	100%	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
PD	IF	II	1	0	0%	0	0	NA	0	0	NA	0	0	NA	0	0	NA				0	0	NA				0	0	NA
Hay plan			36	4	11%	38	7	18%	38	7	18%	38	8	21%	38	8	21%				38	8	21%		1		38	9	24%
DEPARTMENT TOTAL			121	37	31%	123	45	37%	123	44	36%	122	51	42%	122	50	41%	0	5	0	124	55	44%	0	4	1	124	60	48%

TABLE A
LEGISLATIVE ASSEMBLY

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989							1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	XS	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	AF	IV	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	CK	II	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	1	100%	1	100%
AS	CK	III	1	0	0%	1	1	100%	1	1	100%					1	1	100%	1	1	100%	1	100%
AS	GA	I	1	0	0%	1	0	0%	1	0	0%		1			1	1	100%	1	1	100%	1	100%
AS	GA	IV	1	1	100%	1	1	100%	1	1	100%					1	1	100%	1	1	100%	0	0%
AS	PE	I	2	2	100%	2	1	50%	2	1	50%					2	1	50%	2	1	50%	-1	-50%
AS	PE	II	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
AS	ST	I	1	0	0%	1	1	100%	1	1	100%					1	1	100%	1	1	100%	1	100%
AS	ST	III	3	2	67%	3	2	67%	3	2	67%					3	2	67%	3	2	67%	0	0%
PD	IF	III	1	0	0%	1	0	0%	1	1	100%					1	1	100%	1	1	100%	1	100%
Hay plan			1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
DEPARTMENT TOTAL :			16	5	31%	16	6	38%	16	7	44%	0	1	0		16	8	50%	16	9	56%	4	25%

TABLE B
LEGISLATIVE ASSEMBLY

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)		ACTUAL (DEC. 87)		1988 - 1989					1989 - 1990				
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	TOTAL # OF POSIT.	NATIVES #	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	XS	III	1	0	0%	1	0	0%	1	0	0%	1	0	1	0				1	0	0%				1	0	0%
AS	AF	IV	1	0	0%	1	0	0%	1	0	0%	1	0	1	0				1	0	0%				1	0	0%
AS	CK	II	1	0	0%	1	0	0%	1	0	0%	1	0	1	0				1	0	0%		1		1	1	100%
AS	CK	III	1	0	0%	1	0	0%	1	1	100%	1	1	1	1				1	1	100%				1	1	100%
AS	GA	I	1	0	0%	1	0	0%	1	0	0%	1	0	1	0		1		1	1	100%				1	1	100%
AS	GA	IV	1	1	100%	1	1	100%	1	1	100%	1	1	1	1				1	1	100%				1	1	100%
AS	PE	I	2	2	100%	2	2	100%	2	1	50%	2	1	2	1				2	1	50%				2	1	50%
AS	PE	II	2	0	0%	2	0	0%	2	0	0%	2	0	2	0				2	0	0%				2	0	0%
AS	ST	I	1	0	0%	1	0	0%	1	1	100%	1	1	1	1				1	1	100%				1	1	100%
AS	ST	III	3	2	67%	3	3	100%	3	2	67%	3	2	3	2				3	2	67%				3	2	67%
PD	IF	III	1	0	0%	1	0	0%	1	0	0%	1	1	1	1				1	1	100%				1	1	100%
Hay plan			1	0	0%	1	0	0%	1	0	0%	1	0	1	0				1	0	0%				1	0	0%
DEPARTMENT TOTAL :			16	5	31%	16	6	38%	16	6	38%	16	7	16	7	0	1	0	16	8	50%	0	1	0	16	9	56%

TABLE A
FINANCIAL MANAGEMENT SECRETARIAT

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990			CHANGE 85-90	
CATEGORY / GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	XS	I	1	0	0%	1	0	0%	1	1	100%		1		As positions become vacant, every effort will	2	2	100%	2	2	100%	2	100%
AS	XS	II	1	0	0%	0	0	NA	1	0	0%				be made to hire qualified native northeners.	1	0	0%	1	0	0%	0	0%
AS	CK	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	CK	V	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	GA	I	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	ST	II	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	BF	II	9	0	0%	12	0	0%	10	1	10%		1		Ensure success of current training program.	10	2	20%	10	2	20%	2	20%
Hay plan			4	0	0%	3	0	0%	4	0	0%					4	0	0%	4	0	0%	0	0%
DEPARTMENT TOTAL :			19	0	0%	20	0	0%	20	2	10%	0	2	0		21	4	19%	21	4	19%	4	19%

TABLE B
FINANCIAL MANAGEMENT SECRETARIAT

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 -1989						1989 - 1990					
CATEGORY / GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	XS	I	1	0	0%	1	0	0%	1	0	0%	1	1	100%	1	1	100%		1		2	2	100%				2	2	100%
AS	XS	II	1	0	0%	1	1	100%	0	0	NA	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	CK	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	CK	V	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	GA	I	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	ST	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	BF	II	9	0	0%	10	0	0%	12	0	0%	10	1	10%	10	1	10%		1		10	2	20%				10	2	20%
Hay plan			4	0	0%	4	0	0%	3	0	0%	4	0	0%	4	0	0%				4	0	0%				4	0	0%
DEPARTMENT TOTAL :			19	0	0%	20	1	5%	20	0	0%	20	2	10%	20	2	10%	0	2	0	21	4	19%	0	0	0	21	4	19%

TABLE A
DEPARTMENT OF PERSONNEL

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989							1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	XS	II	1	0	0%	1	0	0%	1	0	0%		1			1	1	100%	2	2	100%	2	100%
TX	CS	IV	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
AS	CK	II	3	3	100%	3	3	100%	2	2	100%					3	2	67%	3	2	67%	-1	-33%
AS	CK	III	10	3	30%	13	4	31%	13	5	38%		2			13	7	54%	13	7	54%	4	24%
AS	CK	IV	7	0	0%	4	0	0%	6	2	33%					4	2	50%	4	3	75%	3	75%
AS	CK	V	2	0	0%	1	0	0%	0	0	NA					1	0	0%	1	1	100%	1	100%
AS	GA	I	5	1	20%	4	1	25%	3	1	33%		1			4	2	50%	4	2	50%	1	30%
AS	PA	I	9	5	56%	9	5	56%	10	3	30%		2			8	5	63%	8	6	75%	1	19%
AS	PA	II	6	1	17%	10	3	30%	14	4	29%		3		1 reclass from PA I, 1 direct appointment	12	7	58%	12	7	58%	6	42%
AS	PA	III	1	0	0%	9	1	11%	7	1	14%					9	1	11%	9	1	11%	1	11%
AS	PA	IV	3	0	0%	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
AS	ST	II	4	4	100%	3	3	100%	5	4	80%		1			5	5	100%	5	5	100%	1	0%
AS	ST	III	7	3	43%	8	5	63%	8	6	75%					8	6	75%	8	6	75%	3	32%
Hay plan			10	0	0%	11	1	9%	11	1	9%					11	1	9%	11	4	36%	4	36%
DEPARTMENT TOTAL :			68	20	29%	79	26	33%	83	29	35%	0	10	0		82	39	48%	83	46	55%	26	26%

TABLE B
DEPARTMENT OF PERSONNEL

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 -1989							1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	XS	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%		1		1	1	100%		1		2	2	100%
TX	CS	IV	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	CK	II	3	3	100%	3	3	100%	3	3	100%	3	3	100%	2	2	100%				3	2	67%				3	2	67%
AS	CK	III	10	3	30%	10	3	30%	13	4	31%	13	5	38%	13	5	38%		2		13	7	54%				13	7	54%
AS	CK	IV	7	0	0%	8	2	25%	4	0	0%	4	0	0%	6	2	33%				4	2	50%		1		4	3	75%
AS	CK	V	2	0	0%	2	0	0%	1	0	0%	1	0	0%	0	0	NA				1	0	0%		1		1	1	100%
AS	GA	I	5	1	20%	6	1	17%	4	1	25%	4	2	50%	3	1	33%		1		4	2	50%				4	2	50%
AS	PA	I	9	5	56%	9	6	67%	9	5	56%	8	5	63%	10	3	30%		2		8	5	63%		1		8	6	75%
AS	PA	II	6	1	17%	6	2	33%	10	3	30%	12	5	42%	14	4	29%		3		12	7	58%	1			12	7	58%
AS	PA	III	1	0	0%	1	0	0%	9	1	11%	9	1	11%	7	1	14%				9	1	11%				9	1	11%
AS	PA	IV	3	0	0%	3	0	0%	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
AS	ST	II	4	4	100%	5	4	80%	3	3	100%	3	3	100%	5	4	80%		1		5	5	100%				5	5	100%
AS	ST	III	7	3	43%	7	3	43%	8	5	63%	8	5	63%	8	6	75%				8	6	75%				8	6	75%
Hay plan			10	0	0%	10	1	10%	11	1	9%	11	3	27%	11	1	9%				11	1	9%	2	1		11	4	36%
DEPARTMENT TOTAL :			68	20	29%	71	25	35%	79	26	33%	80	32	40%	83	29	35%	0	10	0	82	39	48%	3	5	0	83	46	55%

TABLE A
DEPARTMENT OF FINANCE

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989							1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	XS	I	0	0	N/A	0	0	N/A	1	1	100%					1	1	100%	1	1	100%	1	100%
AS	XS	II	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	AF	I	8	1	13%	9	1	11%	16	2	13%					16	2	13%	16	3	19%	2	6%
AS	AF	II	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
AS	AF	III	9	0	0%	12	0	0%	8	0	0%					8	0	0%	8	0	0%	0	0%
AS	AF	IV	5	0	0%	6	0	0%	9	0	0%					9	0	0%	9	0	0%	0	0%
AS	AF	V	5	0	0%	5	0	0%	4	0	0%					4	0	0%	4	0	0%	0	0%
AS	AFPR	I	1	0	0%	2	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	AFPR	II	1	0	0%	2	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	CK	II	7	3	43%	7	4	57%	7	4	57%		1			7	5	71%	7	6	86%	3	43%
AS	CK	III	29	5	17%	32	6	19%	34	11	32%					34	11	32%	34	12	35%	7	18%
AS	CK	IV	12	1	8%	13	1	8%	11	0	0%					11	0	0%	11	0	0%	-1	-8%
AS	GA	V	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	PE	II	1	0	0%	1	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
AS	PE	III	1	0	0%	1	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
AS	PE	IV	1	0	0%	1	0	0%	0	0	N/A					0	0	N/A	0	0	NA	0	N/A
AS	ST	I	2	2	100%	2	2	100%	2	2	100%					2	2	100%	2	2	100%	0	0%
AS	ST	II	5	2	40%	4	1	25%	2	0	0%					2	0	0%	2	0	0%	-2	-40%
AS	ST	III	4	1	25%	4	1	25%	4	0	0%					4	0	0%	4	0	0%	-1	-25%
TX	COSS	I	3	1	33%	4	1	25%	6	5	83%					6	5	83%	6	5	83%	4	50%
TX	COSS	II	2	1	50%	2	1	50%	1	1	100%					1	1	100%	1	1	100%	0	50%
TX	COSS	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
TX	CS	III	0	0	N/A	0	0	N/A	1	0	0%					1	0	0%	1	0	0%	0	0%
TX	CS	IV	0	0	N/A	0	0	N/A	1	0	0%					1	0	0%	1	0	0%	0	0%
May plan			10	0	0%	10	0	0%	10	0	0%					10	0	0%	10	0	0%	0	0%
Unclassified			1	0	0%	1	0	0%	3	0	0%					3	0	0%	3	0	0%	0	0%
DEPARTMENT TOTAL :			112	17	15%	123	18	15%	131	26	20%	0	1	0		131	27	21%	131	30	23%	13	8%

TABLE B
DEPARTMENT OF FINANCE

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 -1989						1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	XS	I	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	1	1	100%				1	1	100%				1	1	100%
AS	XS	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	AF	I	8	1	13%	9	1	11%	9	1	11%	9	2	22%	16	2	13%				16	2	13%		1		16	3	19%
AS	AF	II	2	0	0%	2	0	0%	2	0	0%	2	0	0%	2	0	0%				2	0	0%	2			2	0	0%
AS	AF	III	9	0	0%	12	0	0%	12	0	0%	13	0	0%	8	0	0%				8	0	0%				8	0	0%
AS	AF	IV	5	0	0%	6	0	0%	6	0	0%	6	0	0%	9	0	0%				9	0	0%				9	0	0%
AS	AF	V	5	0	0%	5	0	0%	5	0	0%	5	0	0%	4	0	0%				4	0	0%				4	0	0%
AS	AFPR	I	1	0	0%	2	0	0%	2	0	0%	2	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	AFPR	II	1	0	0%	2	0	0%	2	0	0%	2	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	CK	II	7	3	43%	7	3	43%	7	4	57%	7	4	57%	7	4	57%		1		7	5	71%		1		7	6	86%
AS	CK	III	29	5	17%	32	8	25%	32	6	19%	33	9	27%	34	11	32%				34	11	32%		1		34	12	35%
AS	CK	IV	12	1	8%	13	1	8%	13	1	8%	13	2	15%	11	0	0%				11	0	0%				11	0	0%
AS	GA	V	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	PE	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	2	0	0%				2	0	0%				2	0	0%
AS	PE	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	2	0	0%				2	0	0%				2	0	0%
AS	PE	IV	1	0	0%	1	0	0%	1	0	0%	1	0	0%	0	0	N/A				0	0	N/A				0	0	NA
AS	ST	I	2	2	100%	1	1	100%	2	2	100%	2	2	100%	2	2	100%				2	2	100%				2	2	100%
AS	ST	II	5	2	40%	5	2	40%	4	1	25%	5	2	40%	2	0	0%				2	0	0%				2	0	0%
AS	ST	III	4	1	25%	4	2	50%	4	1	25%	4	1	25%	4	0	0%				4	0	0%				4	0	0%
TK	COSS	I	3	1	33%	4	3	75%	4	1	25%	4	1	25%	6	5	83%				6	5	83%				6	5	83%
TK	COSS	II	2	1	50%	2	1	50%	2	1	50%	2	1	50%	1	1	100%				1	1	100%				1	1	100%
TK	COSS	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	CS	III	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	1	0	0%				1	0	0%				1	0	0%
TK	CS	IV	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	1	0	0%				1	0	0%				1	0	0%
Hay plan			10	0	0%	10	0	0%	10	0	0%	10	0	0%	10	0	0%				10	0	0%				10	0	0%
Unclassified			1	0	0%	1	0	0%	1	0	0%	1	0	0%	3	0	0%				3	0	0%				3	0	0%
DEPARTMENT TOTAL :			112	17	15%	123	22	18%	123	18	15%	126	24	19%	131	26	20%	0	1	0	131	27	21%	2	3	0	131	30	23%

TABLE A
DEPARTMENT OF GOVERNMENT SERVICES

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989							1989 - 1990			CHANGE 85-90	
CATEGORY	GROUP	LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	XS	I	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	1	100%	1	NA
AS	XS	II	0	0	NA	1	1	100%	1	1	100%					1	1	100%	1	1	100%	1	NA
AS	AF	I	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
AS	AF	II	2	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	AF	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	AF	IV	2	0	0%	3	0	0%	2	0	0%					2	0	0%	2	1	50%	1	50%
AS	CK	I	4	0	0%	3	2	67%	4	3	75%		1			4	4	100%	4	4	100%	4	100%
AS	CK	II	28	7	25%	26	7	27%	27	10	37%		3			27	13	48%	27	19	70%	12	45%
AS	CK	III	17	0	0%	18	3	17%	17	5	29%		5			17	10	59%	17	11	65%	11	65%
AS	CK	IV	8	2	25%	10	3	30%	8	3	38%		1			8	4	50%	8	6	75%	4	50%
AS	CK	V	5	2	40%	3	1	33%	5	1	20%		1			5	2	40%	5	2	40%	0	0%
AS	CKLS	I	6	1	17%	7	2	29%	6	3	50%		1			6	4	67%	6	5	83%	4	67%
AS	CKLS	II	2	0	0%	1	0	0%	2	1	50%					2	1	50%	2	1	50%	1	50%
AS	CKLS	III	2	0	0%	2	0	0%	2	0	0%		1			2	1	50%	2	1	50%	1	50%
AS	GA	I	9	3	33%	10	5	50%	11	6	55%					11	6	55%	11	7	64%	4	30%
AS	GA	II	10	1	10%	11	1	9%	10	2	20%		2			10	4	40%	10	5	50%	4	40%
AS	GA	III	3	1	33%	5	0	0%	3	0	0%					3	0	0%	3	2	67%	1	33%
AS	GA	IV	2	0	0%	1	1	100%	2	1	50%					2	1	50%	2	2	100%	2	100%
AS	GA	V	1	1	100%	1	1	100%	1	1	100%					1	1	100%	1	1	100%	0	0%
AS	GALQ	I	3	0	0%	3	0	0%	3	0	0%					3	0	0%	3	2	67%	2	67%
AS	PS	I	5	0	0%	1	0	0%	5	1	20%		1			5	2	40%	5	2	40%	2	40%
AS	PS	II	8	5	63%	9	3	33%	11	3	27%					11	3	27%	11	3	27%	-2	-35%
AS	PS	III	4	0	0%	6	0	0%	4	1	25%		1			4	2	50%	4	2	50%	2	50%
AS	PS	IV	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	1	100%	1	100%
AS	PS	VI	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	PE	II	1	0	0%	0	0	NA	0	0	NA					0	0	NA	0	0	NA	0	NA
AS	ST	I	8	1	13%	9	4	44%	8	5	63%		1			8	6	75%	8	6	75%	5	63%
AS	ST	II	7	3	43%	7	1	14%	7	1	14%		1			7	2	29%	7	4	57%	1	14%
AS	ST	III	9	0	0%	9	0	0%	9	1	11%		2			9	3	33%	9	4	44%	4	44%
AS	ST	IV	1	0	0%	0	0	NA	0	0	NA					0	0	NA	0	0	NA	0	NA
AS	ST	V	2	0	0%	0	0	NA	0	0	NA					0	0	NA	1	1	100%	1	100%
GL	MW	I	0	0	NA	1	1	100%	1	1	100%					1	1	100%	1	1	100%	1	NA
PD	DS	IV	0	0	NA	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	NA
TK	AE	II	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
TK	AE	III	1	0	0%	0	0	NA	0	0	NA					0	0	NA	0	0	NA	0	NA
TK	IR	I	0	0	NA	3	0	0%	3	0	0%					3	0	0%	3	0	0%	0	NA
TK	IR	V	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
TK	CS	I	1	0	0%	3	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
TK	CS	II	3	0	0%	4	0	0%	3	1	33%					3	1	33%	3	2	67%	2	67%
TK	CS	III	12	1	8%	16	0	0%	12	0	0%					12	0	0%	12	1	8%	0	0%
TK	CS	IV	6	0	0%	6	1	17%	6	1	17%					6	1	17%	6	1	17%	1	17%
TK	CS	V	2	0	0%	3	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%

TABLE A
DEPARTMENT OF GOVERNMENT SERVICES

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989							1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
TK	CS	VI	2	0	0%	3	0	0%	3	0	0%					3	0	0%	3	0	0%	0	0%
TK	PO	III	4	0	0%	6	0	0%	4	0	0%					4	0	0%	4	0	0%	0	0%
TK	PO	IV	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
TK	CO	I	10	1	10%	12	0	0%	12	2	17%		2			12	4	33%	12	6	50%	5	40%
TK	CO	III	1	1	100%	1	1	100%	1	1	100%					1	1	100%	1	1	100%	0	0%
TK	COSS	I	1	0	0%	1	0	0%	1	1	100%					1	1	100%	1	1	100%	1	100%
TK	COSS	II	3	0	0%	2	0	0%	3	1	33%		1			3	2	67%	3	2	67%	2	67%
TK	COSS	III	0	0	NA	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	NA
TR	GT	I	6	1	17%	8	2	25%	8	3	38%		1			8	4	50%	8	5	63%	4	46%
TR	GT	III	5	0	0%	5	1	20%	5	2	40%		1			5	3	60%	5	4	80%	4	80%
TR	FT		1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	1	100%	1	100%
Nay plan			14	1	7%	14	2	14%	14	2	14%					14	2	14%	14	2	14%	1	7%
Unclassified			7	2	29%	1	0	0%	23	0	0%		1			23	1	4%	22	1	5%	-1	-24%
DEPARTMENT TOTAL :			231	34	15%	249	43	17%	264	64	24%	0	27	0		264	91	34%	264	122	46%	88	31%

TABLE B
DEPARTMENT OF GOVERNMENT SERVICES

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 -1989						1989 - 1990					
CATEGORY	GROUP	LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	XS	I	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%		1		1	1	100%
AS	XS	II	0	0	NA	0	0	NA	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
AS	AF	I	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	AF	II	2	0	0%	2	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	AF	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	AF	IV	2	0	0%	2	0	0%	3	0	0%	2	0	0%	2	0	0%				2	0	0%		1		2	1	50%
AS	CK	I	4	0	0%	4	1	25%	3	2	67%	4	3	75%	4	3	75%		1		4	4	100%				4	4	100%
AS	CK	II	28	7	25%	28	9	32%	26	7	27%	27	10	37%	27	10	37%		3		27	13	48%		6		27	19	70%
AS	CK	III	17	0	0%	17	2	12%	18	3	17%	17	5	29%	17	5	29%		5		17	10	59%		1		17	11	65%
AS	CK	IV	8	2	25%	8	2	25%	10	3	30%	8	3	38%	8	3	38%		1		8	4	50%		2		8	6	75%
AS	CK	V	5	2	40%	5	2	40%	3	1	33%	5	1	20%	5	1	20%		1		5	2	40%				5	2	40%
AS	CKLS	I	6	1	17%	6	1	17%	7	2	29%	6	3	50%	6	3	50%		1		6	4	67%		1		6	5	83%
AS	CKLS	II	2	0	0%	2	0	0%	1	0	0%	2	1	50%	2	1	50%				2	1	50%				2	1	50%
AS	CKLS	III	2	0	0%	2	0	0%	2	0	0%	2	0	0%	2	0	0%		1		2	1	50%				2	1	50%
AS	GA	I	9	3	33%	11	4	36%	10	5	50%	11	6	55%	11	6	55%				11	6	55%		1		11	7	64%
AS	GA	II	10	1	10%	10	2	20%	11	1	9%	10	2	20%	10	2	20%		2		10	4	40%		1		10	5	50%
AS	GA	III	3	1	33%	3	0	0%	5	0	0%	3	0	0%	3	0	0%				3	0	0%		2		3	2	67%
AS	GA	IV	2	0	0%	2	0	0%	1	1	100%	2	1	50%	2	1	50%				2	1	50%		1		2	2	100%
AS	GA	V	1	1	100%	1	0	0%	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
AS	GALG	I	3	0	0%	3	0	0%	3	0	0%	3	0	0%	3	0	0%				3	0	0%		2		3	2	67%
AS	PS	I	5	0	0%	5	1	20%	1	0	0%	5	1	20%	5	1	20%		1		5	2	40%				5	2	40%
AS	PS	II	8	5	63%	10	6	60%	9	3	33%	11	3	27%	11	3	27%				11	3	27%				11	3	27%
AS	PS	III	4	0	0%	4	0	0%	6	0	0%	4	1	25%	4	1	25%		1		4	2	50%				4	2	50%
AS	PS	IV	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%		1		1	1	100%
AS	PS	VI	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	PE	II	1	0	0%	1	0	0%	0	0	NA	0	0	NA	0	0	NA				0	0	NA				0	0	NA
AS	ST	I	8	1	13%	8	2	25%	9	4	44%	8	5	63%	8	5	63%		1		8	6	75%				8	6	75%
AS	ST	II	7	3	43%	7	3	43%	7	1	14%	7	1	14%	7	1	14%		1		7	2	29%		2		7	4	57%
AS	ST	III	9	0	0%	9	1	11%	9	0	0%	9	1	11%	9	1	11%		2		9	3	33%		1		9	4	44%
AS	ST	IV	1	0	0%	1	0	0%	0	0	NA	0	0	NA	0	0	NA				0	0	NA				0	0	NA
AS	ST	V	2	0	0%	2	0	0%	0	0	NA	0	0	NA	0	0	NA				0	0	NA		1		1	1	100%
GL	MV	I	0	0	NA	0	0	NA	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
PD	DS	IV	0	0	NA	0	0	NA	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
TK	AE	II	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	AE	III	1	0	0%	1	0	0%	0	0	NA	0	0	NA	0	0	NA				0	0	NA				0	0	NA
TK	IR	I	0	0	NA	0	0	NA	3	0	0%	3	0	0%	3	0	0%				3	0	0%				3	0	0%
TK	IR	V	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	CS	I	1	0	0%	1	0	0%	3	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	CS	II	3	0	0%	3	0	0%	4	0	0%	3	1	33%	3	1	33%				3	1	33%		1		3	2	67%
TK	CS	III	12	1	8%	12	1	8%	16	0	0%	12	0	0%	12	0	0%				12	0	0%		1		12	1	8%
TK	CS	IV	6	0	0%	6	0	0%	6	1	17%	6	1	17%	6	1	17%				6	1	17%				6	1	17%
TK	CS	V	2	0	0%	2	0	0%	3	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%

TABLE B
DEPARTMENT OF GOVERNMENT SERVICES

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 -1989						1989 - 1990					
CATEGORY	GROUP	LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
TK	CS	VI	2	0	0%	3	0	0%	3	0	0%	3	0	0%	3	0	0%				3	0	0%				3	0	0%
TK	PO	III	4	0	0%	4	0	0%	6	0	0%	4	0	0%	4	0	0%				4	0	0%				4	0	0%
TK	PO	IV	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	CO	I	10	1	10%	13	3	23%	12	0	0%	12	2	17%	12	2	17%		2		12	4	33%		2		12	6	50%
TK	CO	III	1	1	100%	1	1	100%	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
TK	COSS	I	1	0	0%	1	0	0%	1	0	0%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
TK	COSS	II	3	0	0%	3	0	0%	2	0	0%	3	1	33%	3	1	33%		1		3	2	67%				3	2	67%
TK	COSS	III	0	0	NA	0	0	NA	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
TR	GT	I	6	1	17%	7	2	29%	8	2	25%	8	3	38%	8	3	38%		1		8	4	50%		1		8	5	63%
TR	GT	III	5	0	0%	5	0	0%	5	1	20%	5	2	40%	5	2	40%		1		5	3	60%		1		5	4	80%
TR	FT		1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%		1		1	1	100%
May plan			14	1	7%	14	1	7%	14	2	14%	14	2	14%	14	2	14%				14	2	14%				14	2	14%
Unclassified			7	2	29%	8	3	38%	1	0	0%	23	0	0%	23	0	0%		1		23	1	4%				22	1	5%
DEPARTMENT TOTAL :			231	34	15%	241	47	20%	249	43	17%	264	64	24%	264	64	24%	0	27	0	264	91	34%	0	31	0	264	122	46%

TABLE A
DEPARTMENT OF CULTURE AND COMMUNICATIONS

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	AF	II	0	0	NA	0	0	NA	0	0	NA					1	0	0%	1	0	0%	0	NA
AS	CK	I	2	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	CK	II	2	0	0%	2	0	0%	5	2	40%		1			5	3	60%	5	5	100%	5	100%
AS	CK	III	5	0	0%	5	0	0%	5	1	20%		2			7	3	43%	7	5	71%	5	71%
AS	CK	IV	0	0	NA	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	NA
AS	GA	I	1	0	0%	1	0	0%	2	1	50%					2	1	50%	1	1	100%	1	100%
AS	GA	III	2	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	PE	II	0	0	NA	1	0	0%	1	0	0%					2	0	0%	2	0	0%	0	NA
AS	PE	III	2	0	0%	1	0	0%	2	0	0%	1				2	0	0%	2	0	0%	0	0%
AS	ST	I	1	1	100%	1	1	100%	2	1	50%		1			3	2	67%	3	2	67%	1	-33%
AS	ST	II	4	1	25%	4	1	25%	3	0	0%					3	0	0%	3	2	67%	1	42%
AS	ST	III	2	0	0%	2	1	50%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	XS	II	0	0	NA	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	NA
GL	DC	II	0	0	NA	1	1	100%	1	1	100%					1	1	100%	1	1	100%	1	NA
GL	DC	III	1	1	100%	0	0	NA	0	0	NA					0	0	NA	0	0	NA	-1	NA
PD	DS	I	2	0	0%	2	0	0%	3	1	33%		1			3	2	67%	3	2	67%	2	67%
PD	DS	II	1	0	0%	1	0	0%	2	0	0%	3				5	0	0%	5	0	0%	0	0%
PD	DS	III	5	0	0%	6	1	17%	6	0	0%					7	0	0%	7	1	14%	1	14%
PD	DS	IV	5	0	0%	5	0	0%	6	0	0%					6	0	0%	6	0	0%	0	0%
PD	DS	V	4	0	0%	2	0	0%	2	1	50%					3	1	33%	3	1	33%	1	33%
PD	IF	II	0	0	NA	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	NA
PD	IF	III	4	0	0%	3	1	33%	4	1	25%					4	1	25%	4	1	25%	1	25%
PD	IF	IV	1	0	0%	1	0	0%	0	0	NA					0	0	NA	0	0	NA	0	NA
PD	TS	I	7	7	100%	4	4	100%	1	1	100%					1	1	100%	1	1	100%	-6	0%
PD	TS	II	12	12	100%	16	16	100%	17	16	94%		2			19	18	95%	19	18	95%	6	-5%
PD	TS	III	4	3	75%	11	11	100%	16	16	100%			2		18	18	100%	18	18	100%	15	25%
PD	TS	IV	0	0	NA	0	0	NA	2	2	100%					2	2	100%	2	2	100%	2	NA
PD	TS	V	0	0	NA	0	0	NA	4	4	100%					4	4	100%	4	4	100%	4	NA
TK	COGS	I	0	0	NA	1	0	0%	0	0	NA					0	0	NA	0	0	NA	0	NA
TK	PO	I	1	0	0%	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	0%
TK	PO	II	3	0	0%	3	0	0%	3	0	0%		1			4	1	25%	6	1	17%	1	17%
TK	PO	III	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
TK	PO	IV	4	0	0%	4	0	0%	4	0	0%					4	0	0%	4	0	0%	0	0%
TR	GT	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
Hay plan			6	1	17%	6	2	33%	7	2	29%					7	2	29%	7	2	29%	1	12%
Unclassified			0	0	NA	6	5	83%	1	0	0%					4	0	0%	4	0	0%	0	NA
DEPARTMENT TOTAL :			84	26	31%	94	44	47%	109	50	46%	4	8	2		127	60	47%	128	67	52%	41	21%

TABLE B
DEPARTMENT OF CULTURE AND COMMUNICATIONS

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 -1989						1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	AF	II	0	0	NA	0	0	NA	0	0	NA	0	0	NA	0	0	NA				1	0	0%				1	0	0%
AS	CK	I	2	0	0%	2	0	0%	1	0	0%	2	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	CK	II	2	0	0%	2	0	0%	2	0	0%	2	0	0%	5	2	40%		1		5	3	60%		2		5	5	100%
AS	CK	III	5	0	0%	6	1	17%	5	0	0%	6	1	17%	5	1	20%		2		7	3	43%		2		7	5	71%
AS	CK	IV	0	0	NA	0	0	NA	0	0	NA	0	0	NA	1	0	0%				1	0	0%				1	0	0%
AS	GA	I	1	0	0%	1	0	0%	1	0	0%	1	0	0%	2	1	50%				2	1	50%				1	1	100%
AS	GA	III	2	0	0%	2	0	0%	1	0	0%	2	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	PE	II	0	0	NA	1	0	0%	1	0	0%	1	0	0%	1	0	0%				2	0	0%				2	0	0%
AS	PE	III	2	0	0%	2	0	0%	1	0	0%	2	0	0%	2	0	0%	1			2	0	0%				2	0	0%
AS	ST	I	1	1	100%	1	1	100%	1	1	100%	1	1	100%	2	1	50%		1		3	2	67%				3	2	67%
AS	ST	II	4	1	25%	5	2	40%	4	1	25%	5	2	40%	3	0	0%				3	0	0%		1	1	3	2	67%
AS	ST	III	2	0	0%	2	0	0%	2	1	50%	2	1	50%	1	0	0%				1	0	0%				1	0	0%
AS	XS	II	0	0	NA	0	0	NA	0	0	NA	0	0	NA	1	0	0%				1	0	0%				1	0	0%
GL	DC	II	0	0	NA	0	0	NA	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
GL	DC	III	1	1	100%	1	1	100%	0	0	NA	0	0	NA	0	0	NA				0	0	NA				0	0	NA
PD	DS	I	2	0	0%	2	0	0%	2	0	0%	2	0	0%	3	1	33%		1		3	2	67%				3	2	67%
PD	DS	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	2	0	0%	3			5	0	0%				5	0	0%
PD	DS	III	5	0	0%	7	1	14%	6	1	17%	6	1	17%	6	0	0%				7	0	0%		1		7	1	14%
PD	DS	IV	5	0	0%	5	0	0%	5	0	0%	5	0	0%	6	0	0%				6	0	0%				6	0	0%
PD	DS	V	4	0	0%	4	0	0%	2	0	0%	4	0	0%	2	1	50%				3	1	33%				3	1	33%
PD	IF	II	0	0	NA	0	0	NA	0	0	NA	0	0	NA	1	0	0%				1	0	0%				1	0	0%
PD	IF	III	4	0	0%	4	1	25%	3	1	33%	4	1	25%	4	1	25%				4	1	25%				4	1	25%
PD	IF	IV	1	0	0%	1	0	0%	1	0	0%	1	0	0%	0	0	NA				0	0	NA				0	0	NA
PD	TS	I	7	7	100%	20	20	100%	4	4	100%	10	10	100%	1	1	100%				1	1	100%				1	1	100%
PD	TS	II	12	12	100%	14	14	100%	16	16	100%	14	14	100%	17	16	94%		2		19	18	95%				19	18	95%
PD	T[illegible]	III	4	3	75%	6	6	100%	11	11	100%	16	16	100%	16	16	100%			2	18	18	100%				18	18	100%
PD		IV	0	0	NA	0	0	NA	0	0	NA	0	0	NA	2	2	100%				2	2	100%				2	2	100%
PD	T[illegible]	V	0	0	NA	0	0	NA	0	0	NA	0	0	NA	4	4	100%				4	4	100%				4	4	100%
TK	COSS	I	0	0	NA	0	0	NA	1	0	0%	1	0	0%	0	0	NA				0	0	NA				0	0	NA
TK	PO	I	1	0	0%	1	0	0%	0	0	NA	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	PO	II	3	0	0%	3	1	33%	3	0	0%	3	1	33%	3	0	0%		1		4	1	25%	2			6	1	17%
TK	PO	III	2	0	0%	2	0	0%	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
TK	PO	IV	4	0	0%	4	0	0%	4	0	0%	4	0	0%	4	0	0%				4	0	0%				4	0	0%
TR	GT	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
Hay plan			6	1	17%	6	2	33%	6	2	33%	6	2	33%	7	2	29%				7	2	29%				7	2	29%
Unclassified			0	0	NA	4	0	0%	6	5	83%	29	23	79%	1	0	0%				4	0	0%				4	0	0%
DEPARTMENT TOTAL :			84	26	31%	110	50	45%	94	44	47%	135	74	55%	109	50	46%	4	8	2	127	60	47%	2	6	1	128	67	52%

TABLE A
EQUAL EMPLOYMENT DIRECTORATE

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989							1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	ST	III	1	1	100%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	-1	-100%
AS	PA	III	0	0	NA	0	0	NA	1	1	100%					1	1	100%	1	1	100%	1	100%
PD	DS	III	6	6	100%	6	6	100%	7	7	100%	1			Train 1 Equal Employment Officer - HQ	7	7	100%	7	7	100%	1	0%
PD	DS	IV	2	1	50%	0	0	NA	0	0	NA					0	0	NA	0	0	NA	-1	NA
TK - CS		II	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
Hay plan			1	1	100%	2	1	50%	2	1	50%					2	1	50%	2	1	50%	0	-50%
DEPARTMENT TOTAL :			10	9	90%	10	7	70%	12	9	75%	1	0	0		12	9	75%	12	9	75%	0	-15%

TABLE B
EQUAL EMPLOYMENT DIRECTORATE

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 -1989						1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	ST	III	1	1	100%	1	1	100%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	PA	III	0	0	NA	0	0	NA	0	0	NA	1	1	100%	1	1	100%				1	1	100%				1	1	100%
PD	DS	III	6	6	100%	6	6	100%	6	6	100%	7	7	100%	7	7	100%	1			7	7	100%				7	7	100%
PD	DS	IV	2	1	50%	2	1	50%	0	0	NA	0	0	NA	0	0	NA				0	0	NA				0	0	NA
TK	CS	II	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
Hay plan			1	1	100%	1	1	100%	2	1	50%	2	1	50%	2	1	50%				2	1	50%				2	1	50%
DEPARTMENT TOTAL :			10	9	90%	10	9	90%	10	7	70%	12	9	75%	12	9	75%	1	0	0	12	9	75%	0	0	0	12	9	75%

TABLE A
DEPARTMENT OF MUNICIPAL AND COMMUNITY AFFAIRS

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989							1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	XS	I	0	0	NA	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	NA
AS	XS	II	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	AF	II	2	1	50%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	-1	-50%
AS	AF	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	GA	I	6	0	0%	7	1	14%	8	3	38%		1		Hire Admin. Officer - Fort Simpson	9	4	44%	8	4	50%	4	50%
AS	GA	II	0	0	NA	0	0	NA	1	1	100%					1	1	100%	1	1	100%	1	NA
AS	CK	III	1	0	0%	0	0	NA	1	1	100%			1	Promote Clerk to Officer - Inuvik	2	2	100%	2	2	100%	2	100%
AS	CK	IV	5	0	0%	5	0	0%	6	0	0%		1		Hire One Lands Clerk - Headquarters	6	1	17%	6	0	0%	0	0%
AS	CK	V	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	1	100%	1	100%
AS	PE	II	2	1	50%	1	0	0%	1	0	0%					1	0	0%	1	1	100%	0	50%
AS	PE	III	5	0	0%	5	0	0%	6	0	0%					6	0	0%	6	0	0%	0	0%
AS	ST	I	2	1	50%	2	1	50%	2	1	50%					2	1	50%	2	2	100%	1	50%
AS	ST	II	8	3	38%	10	2	20%	9	4	44%					9	4	44%	9	1	11%	-2	-26%
AS	ST	III	9	1	11%	9	2	22%	9	3	33%		1		Hire One Secretary - Fort Simpson	9	4	44%	9	4	44%	3	33%
PO	LO	I	13	8	62%	13	8	62%	13	8	62%					13	8	62%	13	8	62%	0	0%
PO	LO	II	7	5	71%	7	5	71%	7	5	71%	1			Sport and Recreation Officer - Baffin	6	5	83%	6	6	100%	1	29%
PO	LO	III	21	2	10%	22	2	9%	22	4	18%	1	1		2 Mun. Officers	21	5	24%	21	7	33%	5	24%
PO	LO	IV	7	3	43%	7	3	43%	7	3	43%					7	3	43%	7	3	43%	0	0%
PO	AL	I	3	0	0%	6	0	0%	4	1	25%		1		One Regional Land Officer	4	2	50%	4	2	50%	2	50%
PO	AL	II	9	3	33%	10	3	30%	11	2	18%		1		Lands Officer	11	3	27%	13	5	38%	2	5%
PO	AL	III	5	1	20%	3	0	0%	5	0	0%					5	0	0%	5	1	20%	0	0%
PO	AL	IV	2	0	0%	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	0%
PO	DA	I	1	1	100%	1	1	100%	1	1	100%					1	1	100%	1	1	100%	0	0%
PO	DS	IV	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
PO	DS	V	3	0	0%	2	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
TK	AE	II	2	1	50%	3	1	33%	3	1	33%					3	1	33%	3	2	67%	1	17%
TK	AE	III	12	0	0%	12	0	0%	11	0	0%					11	0	0%	11	0	0%	0	0%
TK	AE	IV	2	0	0%	3	0	0%	5	0	0%					5	0	0%	5	0	0%	0	0%
TK	AE	V	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
TK	IR	IV	0	0	NA	0	0	NA	1	1	100%					1	1	100%	1	1	100%	1	NA
TK	IR	VII	0	0	NA	0	0	NA	1	0	0%					1	0	0%	1	1	100%	1	NA
TK	PO	II	3	0	0%	3	0	0%	3	0	0%					3	0	0%	3	0	0%	0	0%
TK	PO	IV	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
TK	PO	V	6	0	0%	5	0	0%	5	0	0%					5	0	0%	5	1	20%	1	20%
TK	COSS	I	1	1	100%	1	1	100%	1	1	100%					1	1	100%	1	1	100%	0	0%
TR	OT	III	1	1	100%	1	1	100%	1	1	100%					1	1	100%	1	1	100%	0	0%
TR	AO	I	2	2	100%	2	2	100%	2	2	100%					2	2	100%	2	2	100%	0	0%
TR	AO	II	3	3	100%	3	3	100%	3	3	100%					3	3	100%	3	3	100%	0	0%
May plan			12	1	8%	13	1	8%	15	2	13%					17	2	12%	17	2	12%	1	3%
Unclassified			1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
DEPARTMENT TOTAL :			163	39	24%	165	37	22%	176	48	27%	2	6	1		178	55	31%	179	63	35%	24	11%

TABLE B
DEPARTMENT OF MUNICIPAL AND COMMUNITY AFFAIRS

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 -1989						1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	XS	I	0	0	NA	1	1	100%	0	0	NA	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	XS	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	AF	II	2	1	50%	2	1	50%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	AF	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	GA	I	6	0	0%	7	0	0%	7	1	14%	8	1	13%	8	3	38%		1		9	4	44%				8	4	50%
AS	GA	II	0	0	NA	0	0	NA	0	0	NA	1	1	100%	1	1	100%				1	1	100%				1	1	100%
AS	CK	III	1	0	0%	1	1	100%	0	0	NA	1	1	100%	1	1	100%			1	2	2	100%				2	2	100%
AS	CK	IV	5	0	0%	6	0	0%	5	0	0%	6	0	0%	6	0	0%		1		6	1	17%		-1		6	0	0%
AS	CK	V	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%		1		1	1	100%
AS	PE	II	2	1	50%	2	1	50%	1	0	0%	1	0	0%	1	0	0%				1	0	0%		1		1	1	100%
AS	PE	III	5	0	0%	6	0	0%	5	0	0%	6	0	0%	6	0	0%				6	0	0%				6	0	0%
AS	ST	I	2	1	50%	2	1	50%	2	1	50%	2	1	50%	2	1	50%				2	1	50%		1		2	2	100%
AS	ST	II	8	3	38%	9	5	56%	10	2	20%	9	5	56%	9	4	44%				9	4	44%		-3		9	1	11%
AS	ST	III	9	1	11%	9	2	22%	9	2	22%	9	2	22%	9	3	33%		1		9	4	44%				9	4	44%
PD	LO	I	13	8	62%	13	11	85%	13	8	62%	13	8	62%	13	8	62%				13	8	62%				13	8	62%
PD	LO	II	7	5	71%	7	5	71%	7	5	71%	7	5	71%	7	5	71%	1			6	5	83%		1		6	6	100%
PD	LO	III	21	2	10%	22	4	18%	22	2	9%	22	4	18%	22	4	18%	1	1		21	5	24%		2		21	7	33%
PD	LO	IV	7	3	43%	7	3	43%	7	3	43%	7	3	43%	7	3	43%				7	3	43%				7	3	43%
PD	AL	I	3	0	0%	2	1	50%	6	0	0%	4	1	25%	4	1	25%		1		4	2	50%				4	2	50%
PD	AL	II	9	3	33%	11	3	27%	10	3	30%	11	2	18%	11	2	18%		1		11	3	27%		2		13	5	38%
PD	AL	III	5	1	20%	5	1	20%	3	0	0%	5	1	20%	5	0	0%				5	0	0%		1		5	1	20%
PD	AL	IV	2	0	0%	2	0	0%	0	0	NA	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	DA	I	1	1	100%	1	1	100%	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
PD	DS	IV	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	DS	V	3	0	0%	2	0	0%	2	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	AE	II	2	1	50%	2	1	50%	3	1	33%	3	1	33%	3	1	33%				3	1	33%		1		3	2	67%
TK	AE	III	12	0	0%	12	0	0%	12	0	0%	11	0	0%	11	0	0%				11	0	0%				11	0	0%
TK	AE	IV	2	0	0%	3	0	0%	3	0	0%	5	0	0%	5	0	0%				5	0	0%				5	0	0%
TK	AE	V	2	0	0%	2	0	0%	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
TK	IR	IV	0	0	NA	1	1	100%	0	0	NA	1	1	100%	1	1	100%				1	1	100%				1	1	100%
TK	IR	VII	0	0	NA	1	0	0%	0	0	NA	1	0	0%	1	0	0%				1	0	0%		1		1	1	100%
TK	PO	II	3	0	0%	3	0	0%	3	0	0%	3	0	0%	3	0	0%				3	0	0%				3	0	0%
TK	PO	IV	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	PO	V	6	0	0%	6	0	0%	5	0	0%	5	0	0%	5	0	0%				5	0	0%		1		5	1	20%
TK	COSS	I	1	1	100%	1	1	100%	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
TR	OT	III	1	1	100%	1	1	100%	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
TR	AO	I	2	2	100%	2	2	100%	2	2	100%	2	2	100%	2	2	100%				2	2	100%				2	2	100%
TR	AO	II	3	3	100%	3	3	100%	3	3	100%	3	3	100%	3	3	100%				3	3	100%				3	3	100%
Hay plan			12	1	8%	14	2	14%	13	1	8%	15	2	13%	15	2	13%				17	2	12%				17	2	12%
Unclassified			1	0	0%	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
DEPARTMENT TOTAL :			163	39	24%	173	52	30%	165	37	22%	176	47	27%	176	48	27%	2	6	1	178	55	31%	0	8	0	179	63	35%

TABLE A
DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS

POSITIONS		ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990			CHANGE 85-90	
CATEGORY GROUP	LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	AF	3	0	0%	3	0	0%	3	0	0%		1			3	1	33%	3	1	33%	1	33%
AS	CK	44	8	18%	39	13	33%	51	14	27%		10			44	24	55%	44	30	68%	22	50%
AS	GA	10	0	0%	13	0	0%	12	0	0%		1			10	1	10%	10	3	30%	3	30%
AS	PE	3	0	0%	4	0	0%	6	0	0%					3	0	0%	3	0	0%	0	0%
AS	ST	26	3	12%	24	6	25%	23	4	17%		1			26	5	19%	26	6	23%	3	12%
AS	PM	8	0	0%	8	0	0%	8	0	0%		1			8	1	13%	8	1	13%	1	13%
AS	XS	0	0	NA	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	NA
GL	DC	1	1	100%	1	1	100%	1	1	100%					1	1	100%	1	1	100%	0	0%
GL	NW	14	8	57%	12	9	75%	14	8	57%		1			14	9	64%	14	11	79%	3	21%
PD	DS	3	0	0%	4	0	0%	1	0	0%					3	0	0%	3	0	0%	0	0%
PD	IF	0	0	NA	0	0	NA	3	0	0%					3	0	0%	3	0	0%	0	NA
TK	AE	91	2	2%	98	0	0%	115	0	0%					91	0	0%	91	0	0%	-2	-2%
TK	PO	17	0	0%	21	1	5%	33	1	3%					17	1	6%	17	1	6%	1	6%
TK	CO	0	0	NA	3	0	0%	3	0	0%					3	0	0%	3	0	0%	0	NA
TK	CS	0	0	NA	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	NA
TK	IR	0	0	NA	10	1	10%	11	0	0%					10	0	0%	10	0	0%	0	NA
TR	FT	87	32	37%	87	34	39%	98	35	36%		7			87	42	48%	88	50	57%	18	20%
TR	GT	149	73	49%	134	75	56%	137	76	55%		4			149	80	54%	149	85	57%	12	8%
TR	OT	52	24	46%	43	23	53%	43	22	51%		1			52	23	44%	52	24	46%	0	0%
Apprentices		64	58	91%	72	59	82%	55	42	76%		1			64	43	67%	64	43	67%	-15	-23%
Hay plan		16	0	0%	16	0	0%	16	0	0%					16	0	0%	16	0	0%	0	0%
Unclassified		0	0	NA	6	1	17%	2	0	0%					6	0	0%	6	0	0%	0	NA
DEPARTMENT TOTAL :		588	209	36%	600	223	37%	638	203	32%	0	28	0		613	231	38%	614	256	42%	47	6%

TABLE B
DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS

POSITIONS		ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990					
CATEGORY		TOTAL	NATIVES		TOTAL	NATIVES		TOTAL	NATIVES		TOTAL	NATIVES		TOTAL	NATIVES					TOTAL	NATIVES					TOTAL	NATIVES	
GROUP		# OF			# OF			# OF			# OF			# OF			TRAIN	HIRE	PROM.	# OF			TRAIN	HIRE	PROM.	# OF		
	LEVEL	POSIT.	#	%	POSIT.	#	%	POSIT.	#	%	POSIT.	#	%	POSIT.	#	%	#	#	#	POSIT.	#	%	#	#	#	POSIT.	#	%
AS	AF	3	0	0%	3	0	0%	3	0	0%	3	0	0%	3	0	0%		1		3	1	33%				3	1	33%
AS	CK	44	8	18%	44	12	27%	39	13	33%	44	18	41%	51	14	27%		10		44	24	55%		6		44	30	68%
AS	GA	10	0	0%	10	0	0%	13	0	0%	10	0	0%	12	0	0%		1		10	1	10%		2		10	3	30%
AS	PE	3	0	0%	3	0	0%	4	0	0%	3	0	0%	6	0	0%				3	0	0%				3	0	0%
AS	ST	26	3	12%	26	4	15%	24	6	25%	26	8	31%	23	4	17%		1		26	5	19%		1		26	6	23%
AS	PM	8	0	0%	8	0	0%	8	0	0%	8	0	0%	8	0	0%		2		8	1	13%				8	1	13%
AS	XS	0	0	NA	0	0	NA	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
GL	DC	1	1	100%	1	1	100%	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
GL	MW	14	8	57%	14	9	64%	12	9	75%	14	11	79%	14	8	57%		1		14	9	64%		2		14	11	79%
PD	DS	3	0	0%	3	0	0%	4	0	0%	3	0	0%	1	0	0%				3	0	0%				3	0	0%
PD	IF	0	0	NA	0	0	NA	0	0	NA	0	0	NA	3	0	0%				3	0	0%				3	0	0%
TK	AE	91	2	2%	91	2	2%	98	0	0%	91	0	0%	115	0	0%				91	0	0%				91	0	0%
TK	PO	17	0	0%	17	0	0%	21	1	5%	17	1	6%	33	1	3%				17	1	6%				17	1	6%
TK	CO	0	0	NA	0	0	NA	3	0	0%	3	0	0%	3	0	0%				3	0	0%				3	0	0%
TK	CS	0	0	NA	0	0	NA	0	0	NA	0	0	NA	1	0	0%				1	0	0%				1	0	0%
TK	IR	0	0	NA	0	0	NA	10	1	10%	10	1	10%	11	0	0%				10	0	0%				10	0	0%
TR	FT	87	32	37%	87	32	37%	87	34	39%	87	36	41%	98	35	36%		7		87	42	48%		8		88	50	57%
TR	GT	149	73	49%	149	75	50%	134	75	56%	149	81	54%	137	76	55%		4		149	80	54%		5		149	85	57%
TR	OT	52	24	46%	52	25	48%	43	23	53%	52	25	48%	43	22	51%		1		52	23	44%		1		52	24	46%
Apprentices		64	58	91%	64	60	94%	72	59	82%	64	60	94%	55	42	76%		1		64	43	67%				64	43	67%
Hay plan		16	0	0%	16	0	0%	16	0	0%	16	0	0%	16	0	0%				16	0	0%				16	0	0%
Unclassified		0	0	NA	0	0	NA	6	1	17%	6	1	17%	2	0	0%				6	0	0%				6	0	0%
DEPARTMENT TOTAL :		588	209	36%	588	220	37%	600	223	37%	609	243	40%	638	203	32%	0	28	0	613	231	38%	0	25	0	614	256	42%

TABLE A
DEPARTMENT OF SOCIAL SERVICES

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989							1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	XS	I	1	0	0%	1	1	100%	1	1	100%					1	1	100%	1	1	100%	1	100%
AS	XS	II	1	0	0%	1	1	100%	1	1	100%					1	1	100%	1	1	100%	1	100%
AS	AF	I	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	1	100%	1	100%
AS	AF	IV	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
AS	CK	I	1	1	100%	1	1	100%	0	0	NA					1	0	0%	1	0	0%	-1	-100%
AS	CK	II	7	2	29%	8	4	50%	6	3	50%					6	3	50%	7	5	71%	3	43%
AS	CK	III	5	1	20%	3	1	33%	3	1	33%					3	1	33%	4	1	25%	0	5%
AS	CK	IV	5	2	40%	6	3	50%	6	3	50%					6	3	50%	6	3	50%	1	10%
AS	GA	I	4	1	25%	6	0	0%	6	1	17%	1		1	ON THE JOB TRAINING AND PROMOTION	6	2	33%	6	2	33%	1	8%
AS	GA	II	1	1	100%	0	0	NA	0	0	NA					0	0	NA	0	0	NA	-1	NA
AS	PA	I	1	0	0%	0	0	NA	0	0	NA					0	0	NA	0	0	NA	0	NA
AS	PE	I	2	0	0%	3	0	0%	2	0	0%	1			IN SERVICE TRAINING PROGRAM	2	0	0%	2	1	50%	1	50%
AS	PE	II	4	0	0%	4	1	25%	4	0	0%			1	CAREER PATHING AND PROMOTION	4	1	25%	4	2	50%	2	50%
AS	PE	III	6	0	0%	5	0	0%	4	0	0%	1	1		IN SERVICE TRAINING AND PROMOTION	4	1	25%	4	1	25%	1	25%
AS	PE	IV	2	0	0%	3	0	0%	3	0	0%			1	CAREER PATHING AND PROMOTION	3	1	33%	4	2	50%	2	50%
AS	PE	V	4	0	0%	4	0	0%	1	0	0%					1	0	0%	1	1	100%	1	100%
AS	ST	I	4	2	50%	2	1	50%	3	3	100%					3	3	100%	4	3	75%	1	25%
AS	ST	II	8	6	75%	11	6	55%	9	6	67%					9	6	67%	9	7	78%	1	3%
AS	ST	III	8	2	25%	11	2	18%	7	1	14%	1		1	TRAINING ON THE JOB AND PROMOTION	7	2	29%	8	2	25%	0	0%
GL	DC	I	0	0	NA	2	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
AS	CR	IV	1	0	0%	0	0	NA	0	0	NA					1	0	0%	1	0	0%	0	0%
PD	DS	I	0	0	NA	1	0	0%	0	0	NA					1	0	0%	1	0	0%	0	NA
PD	DS	IV	4	2	50%	5	2	40%	2	1	50%					2	1	50%	3	1	33%	-1	-17%
PD	IF	I	0	0	NA	1	1	100%	0	0	NA					1	0	0%	1	0	0%	0	NA
PD	IN	I	0	0	NA	6	0	0%	6	1	17%					6	1	17%	6	2	33%	2	NA
PD	IS	I	15	13	87%	12	7	58%	5	5	100%					15	5	33%	15	5	33%	-8	-53%
PD	IS	II	11	10	91%	15	15	100%	17	17	100%					17	17	100%	17	17	100%	7	9%
PD	IS	III	17	12	71%	11	11	100%	10	9	90%					17	9	53%	17	10	59%	-2	-12%
PD	IS	IV	22	10	45%	28	14	50%	27	18	67%	6			IN SERVICE TRAINING PROGRAM	28	18	64%	30	19	63%	9	18%
PD	IS	V	25	8	32%	24	7	29%	21	3	14%			1	CAREER PATHING AND PROMOTION	22	4	18%	24	5	21%	-3	-11%
PD	IS	VI	16	1	6%	17	2	12%	20	5	25%			2	CAREER PATHING AND PROMOTION	20	7	35%	20	9	45%	8	39%
PD	IS	VII	14	2	14%	9	0	0%	9	2	22%			1	CAREER PATHING AND PROMOTION	9	3	33%	12	3	25%	1	11%
PD	IS	VIII	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
PD	CX	I	50	22	44%	57	18	32%	66	18	27%	6	2	3	IN SERVICE TRAINING, PROMOTION AND HIRE	66	23	35%	69	27	39%	5	-5%
PD	CX	II	11	3	27%	13	4	31%	12	2	17%			2	CAREER PATHING AND PROMOTION	12	4	33%	14	4	29%	1	1%
PD	CX	III	2	0	0%	3	0	0%	3	1	33%					3	1	33%	3	1	33%	1	33%
PD	CX	V	3	1	33%	3	0	0%	3	0	0%					3	0	0%	3	0	0%	-1	-33%
PD	CC	I	17	11	65%	19	12	63%	14	9	64%	3			IN SERVICE TRAINING PROGRAM	14	9	64%	15	10	67%	-1	2%
PD	CC	II	20	6	30%	18	9	50%	9	4	44%			2	CAREER PATHING AND PROMOTION	11	6	55%	10	8	80%	2	50%
PD	CC	III	17	6	35%	16	9	56%	18	11	61%			2	CAREER PATHING AND PROMOTION	19	13	68%	20	14	70%	8	35%
PD	CH	I	0	0	NA	3	0	0%	2	0	0%					2	0	0%	2	0	0%	0	NA
PD	HG	I	6	1	17%	2	0	0%	2	0	0%					2	0	0%	6	0	0%	-1	-17%
PD	SU	I	0	0	NA	7	3	43%	5	3	60%					5	3	60%	6	4	67%	4	NA
PD	SU	II	0	0	NA	5	1	20%	8	3	38%			1	PROMOTION	8	4	50%	8	4	50%	4	NA
TX	CO	I	2	0	0%	2	0	0%	4	1	25%					4	1	25%	4	2	50%	2	50%

TABLE A
DEPARTMENT OF SOCIAL SERVICES

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
TK	CS	III	0	0	NA	2	0	0%	1	0	0%					2	0	0%	2	0	0%	0	NA
TK	CS	IV	0	0	NA	1	0	0%	1	0	0%					1	0	0%	2	0	0%	0	NA
TR	FT	I	3	0	0%	3	0	0%	4	0	0%	2			ON THE JOB TRAINING	4	0	0%	4	1	25%	1	25%
TR	GT	II	5	3	60%	3	2	67%	4	2	50%					5	2	40%	5	2	40%	-1	-20%
TR	GT	III	7	2	29%	10	3	30%	8	2	25%					7	2	29%	7	3	43%	1	14%
Hay plan			11	0	0%	9	0	0%	12	0	0%			1	CAREER PATHING AND PROMOTION	17	1	6%	17	3	18%	3	18%
Unclassified			1	0	0%	3	1	33%	0	0	NA					0	0	NA	0	0	NA	0	NA
DEPARTMENT TOTAL :			345	131	38%	382	142	37%	353	137	39%	21	3	19		385	159	41%	410	187	46%	56	8%

TABLE B
DEPARTMENT OF SOCIAL SERVICES

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	XS	I	1	0	0%	1	0	0%	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
AS	XS	II	1	0	0%	1	0	0%	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
AS	AF	I	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%			1	1	1	100%
AS	AF	IV	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	CK	I	1	1	100%	1	1	100%	1	1	100%	1	1	100%	0	0	NA				1	0	0%				1	0	0%
AS	CK	II	7	2	29%	7	2	29%	8	4	50%	7	4	57%	6	3	50%				6	3	50%		1	1	7	5	71%
AS	CK	III	5	1	20%	6	1	17%	3	1	33%	6	1	17%	3	1	33%				3	1	33%				4	1	25%
AS	CK	IV	5	2	40%	5	2	40%	6	3	50%	5	3	60%	6	3	50%				6	3	50%	1			6	3	50%
AS	GA	I	4	1	25%	4	1	25%	6	0	0%	4	0	0%	6	1	17%	1		1	6	2	33%				6	2	33%
AS	GA	II	1	1	100%	1	1	100%	0	0	NA	0	0	NA	0	0	NA				0	0	NA				0	0	NA
AS	PA	I	1	0	0%	1	0	0%	0	0	NA	0	0	NA	0	0	NA				0	0	NA				0	0	NA
AS	PE	I	2	0	0%	2	0	0%	3	0	0%	2	0	0%	2	0	0%	1			2	0	0%		1		2	1	50%
AS	PE	II	4	0	0%	4	1	25%	4	1	25%	4	2	50%	4	0	0%			1	4	1	25%			1	4	2	50%
AS	PE	III	6	0	0%	7	0	0%	5	0	0%	7	0	0%	4	0	0%	1	1		4	1	25%				4	1	25%
AS	PE	IV	2	0	0%	3	0	0%	3	0	0%	3	0	0%	3	0	0%			1	3	1	33%			1	4	2	50%
AS	PE	V	4	0	0%	5	0	0%	4	0	0%	5	0	0%	1	0	0%				1	0	0%			1	1	1	100%
AS	ST	I	4	2	50%	5	2	40%	2	1	50%	5	1	20%	3	3	100%				3	3	100%				4	3	75%
AS	ST	II	8	6	75%	8	6	75%	11	6	55%	8	6	75%	9	6	67%				9	6	67%			1	9	7	78%
AS	ST	III	8	2	25%	8	2	25%	11	2	18%	8	2	25%	7	1	14%	1		1	7	2	29%				8	2	25%
GL	DC	I	0	0	NA	0	0	NA	2	0	0%	2	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	CR	IV	1	0	0%	1	0	0%	0	0	NA	1	0	0%	0	0	NA				1	0	0%				1	0	0%
PD	DS	I	0	0	NA	0	0	NA	1	0	0%	1	0	0%	0	0	NA				1	0	0%				1	0	0%
PD	DS	IV	4	2	50%	4	2	50%	5	2	40%	4	2	50%	2	1	50%				2	1	50%				3	1	33%
PD	IF	I	0	0	NA	0	0	NA	1	1	100%	1	1	100%	0	0	NA				1	0	0%				1	0	0%
PD	IN	I	0	0	NA	0	0	NA	6	0	0%	6	0	0%	6	1	17%				6	1	17%			1	6	2	33%
PD	IS	I	15	13	87%	15	13	87%	12	7	58%	15	7	47%	5	5	100%				15	5	33%				15	5	33%
PD	IS	II	11	10	91%	13	13	100%	15	15	100%	18	18	100%	17	17	100%				17	17	100%				17	17	100%
PD	IS	III	17	12	71%	17	14	82%	11	11	100%	17	13	76%	10	9	90%				17	9	53%			1	17	10	59%
PD	IS	IV	22	10	45%	22	11	50%	28	14	50%	22	15	68%	27	18	67%	6			28	18	64%	8		1	30	19	63%
PD	IS	V	25	8	32%	26	9	35%	24	7	29%	26	8	31%	21	3	14%			1	22	4	18%	1		1	24	5	21%
PD	IS	VI	16	1	6%	16	2	13%	17	2	12%	16	3	19%	20	5	25%			2	20	7	35%	2		2	20	9	45%
PD	IS	VII	14	2	14%	14	2	14%	9	0	0%	14	0	0%	9	2	22%			1	9	3	33%	2			12	3	25%
PD	IS	VIII	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	CX	I	50	22	44%	54	25	46%	57	18	32%	54	21	39%	66	18	27%	6	2	3	66	23	35%	6	4		69	27	39%
PD	CX	II	11	3	27%	12	3	25%	13	4	31%	12	4	33%	12	2	17%			2	12	4	33%				14	4	29%
PD	CX	III	2	0	0%	2	0	0%	3	0	0%	2	0	0%	3	1	33%				3	1	33%				3	1	33%
PD	CX	V	3	1	33%	3	1	33%	3	0	0%	3	0	0%	3	0	0%				3	0	0%				3	0	0%
PD	CC	I	17	11	65%	17	12	71%	19	12	63%	17	13	76%	14	9	64%	3			14	9	64%		1		15	10	67%
PD	CC	II	20	6	30%	22	9	41%	18	9	50%	22	12	55%	9	4	44%			2	11	6	55%		1	1	10	8	80%
PD	CC	III	17	6	35%	18	8	44%	16	9	56%	18	11	61%	18	11	61%			2	19	13	68%		1		20	14	70%
PD	CH	I	0	0	NA	0	0	NA	3	0	0%	3	0	0%	2	0	0%				2	0	0%				2	0	0%
PD	HG	I	6	1	17%	6	1	17%	2	0	0%	6	0	0%	2	0	0%				2	0	0%				6	0	0%
PD	SU	I	0	0	NA	0	0	NA	7	3	43%	7	3	43%	5	3	60%				5	3	60%			1	6	4	67%
PD	SU	II	0	0	NA	0	0	NA	5	1	20%	5	1	20%	8	3	38%			1	8	4	50%				8	4	50%
TX	CO	I	2	0	0%	2	1	50%	2	0	0%	2	1	50%	4	1	25%				4	1	25%			1	4	2	50%

TABLE B
DEPARTMENT OF SOCIAL SERVICES

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
TX	CS	III	0	0	NA	0	0	NA	2	0	0%	2	0	0%	1	0	0%				2	0	0%				2	0	0%
TX	CS	IV	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				2	0	0%
TX	FT	I	3	0	0%	3	0	0%	3	0	0%	3	0	0%	4	0	0%	2			4	0	0%		1		4	1	25%
TX	GT	II	5	3	60%	5	3	60%	3	2	67%	5	2	40%	4	2	50%				5	2	40%				5	2	40%
TX	GT	III	7	2	29%	7	2	29%	10	3	30%	7	3	43%	8	2	25%				7	2	29%		1		7	3	43%
May plan			11	0	0%	11	0	0%	9	0	0%	11	0	0%	12	0	0%			1	17	1	6%			2	17	3	18%
Unclassified			1	0	0%	1	0	0%	3	1	33%	3	2	67%	0	0	NA				0	0	NA				0	0	NA
DEPARTMENT TOTAL :			345	131	38%	361	150	42%	382	142	37%	396	162	41%	353	137	39%	21	3	19	385	159	41%	20	11	17	410	187	46%

TABLE A
DEPARTMENT OF RENEWABLE RESOURCES

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	XS	I	0	0	NA	1	1	100%	1	1	100%					1	1	100%	1	1	100%	1	NA
AS	XS	II	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	AF	II	1	0	0%	1	0	0%	1	0	0%	1	1		Note 1	1	1	100%	1	1	100%	1	100%
AS	CK	I	0	0	NA	0	0	NA	17	2	12%		1		One vacancy - A.A. policy will apply.	17	3	18%	17	3	18%	3	NA
AS	CK	II	1	1	100%	2	1	50%	12	8	67%		1		One vacancy - A.A. policy will apply.	12	9	75%	12	9	75%	8	-25%
AS	CK	III	3	1	33%	3	1	33%	6	2	33%					6	2	33%	6	2	33%	1	0%
AS	CK	IV	2	1	50%	2	1	50%	1	1	100%					1	1	100%	1	1	100%	0	50%
AS	CR	II	0	0	NA	0	0	NA	1	1	100%					1	1	100%	1	1	100%	1	NA
AS	GA	I	6	1	17%	5	1	20%	8	3	38%	2	1		Note 2	8	4	50%	9	5	56%	4	39%
AS	GA	II	0	0	NA	0	0	NA	1	0	0%		1		Position is vacant. A.A. policy will apply.	1	1	100%	1	1	100%	1	NA
AS	PE	I	4	0	0%	3	0	0%	4	0	0%	1			Note 3	4	0	0%	4	1	25%	1	25%
AS	PE	II	1	0	0%	3	1	33%	7	1	14%	1	1		Note 4	6	2	33%	6	2	33%	2	33%
AS	PE	III	17	0	0%	18	0	0%	26	0	0%					26	0	0%	26	0	0%	0	0%
AS	PE	IV	1	0	0%	1	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
AS	PE	V	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	ST	I	4	3	75%	3	3	100%	2	2	100%					2	2	100%	2	2	100%	-1	25%
AS	ST	II	2	0	0%	3	0	0%	3	2	67%					3	2	67%	3	2	67%	2	67%
AS	ST	III	6	1	17%	6	1	17%	7	2	29%		1		Position will be vacant. A.A.policy apply.	7	3	43%	7	3	43%	2	26%
AS	DE	II	1	0	0%	1	0	0%	0	0	NA					0	0	NA	0	0	NA	0	NA
PD	EC	I/II/III	0	0	NA	0	0	NA	2	0	0%					2	0	0%	2	0	0%	0	NA
PD	ES	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
PD	DS	I	0	0	NA	0	0	NA	3	2	67%					3	2	67%	3	2	67%	2	NA
PD	DS	II	5	1	20%	5	1	20%	12	4	33%	2			Note 5	12	4	33%	12	5	42%	4	22%
PD	DS	III	1	1	100%	0	0	NA	3	0	0%		1		Competition Affirmative Action will apply.	3	1	33%	3	1	33%	0	-67%
PD	DS	IV	1	0	0%	1	0	0%	5	0	0%					5	0	0%	5	0	0%	0	0%
PD	DS	V	1	0	0%	1	0	0%	0	0	NA					0	0	NA	0	0	NA	0	NA
PD	DS	VI	2	0	0%	2	0	0%	0	0	NA					0	0	NA	0	0	NA	0	NA
PD	IS	II	0	0	NA	0	0	NA	0	0	NA					0	0	NA	0	0	NA	0	NA
PD	IS	III	1	0	0%	1	0	0%	0	0	NA					0	0	NA	0	1	NA	1	NA
PD	IF	II	2	0	0%	3	1	33%	3	0	0%	1	1		Note 6	3	1	33%	3	2	67%	2	67%
PD	IF	III	1	0	0%	1	0	0%	3	0	0%					3	0	0%	3	0	0%	0	0%
PD	IF	IV	0	0	NA	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	NA
PD	WO	I	9	9	100%	10	10	100%	11	11	100%	1	-1		One officer being trained at present.	10	10	100%	10	10	100%	1	0%
PD	WO	II	34	13	38%	36	14	39%	38	16	42%	1		1	Note 7	40	17	43%	40	18	45%	5	7%
PD	WO	III	4	1	25%	7	1	14%	13	2	15%				1 RRO III pos. will be reclassified to RRO II	12	2	17%	12	2	17%	1	-8%
PD	WO	IV	5	0	0%	5	0	0%	7	1	14%					7	1	14%	7	1	14%	1	14%
TK	AE	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%

TABLE A
DEPARTMENT OF RENEWABLE RESOURCES

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989					1989 - 1990			CHANGE 85-90	
CATEGORY	GROUP	LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
TK	IR	III	0	0	NA	0	0	NA	0	0	NA					1	0	0%	1	0	0%	0	NA
TK	IR	IV	3	0	0%	3	0	0%	3	0	0%	1			Recruit and implement approved 3 yr.I.S.T.P.	3	0	0%	3	0	0%	0	0%
TK	IR	V	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
TK	IR	VI	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
TR	GT	I	0	0	NA	0	0	NA	9	5	56%					5	5	100%	5	5	100%	5	NA
TR	GT	II	0	0	NA	0	0	NA	4	1	25%					1	1	100%	1	1	100%	1	NA
Hay plan			12	2	17%	14	3	21%	16	2	13%					16	2	13%	16	2	13%	0	-4%
Unclassified			7	3	43%	6	0	0%	19	12	63%	2			Affirmative Action Biologists trainees.	19	12	63%	19	12	63%	9	20%
DEPARTMENT TOTAL :			141	38	27%	153	40	26%	257	81	32%	13	8	1		250	90	36%	251	96	38%	58	11%

Note 1 : Trainee on board. Position is targetted for an Affirmative action person effective April 1988.

Note 2 : Trainee Admin. Officer to be hired
One vacancy - A.A. Policy will apply.
Training dollars/PY required to establish trainee.

Note 3 : Trainee to complete training & begin work by May/89.
Appl. will be made for another trainee in 1989.

Note 4 : One trainee - upon successful completion of training in 1989, the incumbent will occupy sole position.
A.A. policy will apply.

Note 5 : Position will be termed on resignation of incumbent.
1 incumbent on Ed. Leave - native trainee hired til Feb/88.

Note 6 : Affirmative Action and/or trainee will apply.
Term 3 year trainee being recuited.

Note 7 : Some positions opening will be termed to allow for Arctic College Grads. O.J.T. after completion of RATP.
Position Vacant. Expect to promote native.

TABLE B
DEPARTMENT OF RENEWABLE RESOURCES

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	XS	I	0	0	NA	0	0	NA	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
AS	XS	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	AF	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	1		1	1	100%				1	1	100%
AS	CK	I	0	0	NA	0	0	NA	0	0	NA	0	0	NA	17	2	12%		1		17	3	18%				17	3	18%
AS	CK	II	1	1	100%	1	1	100%	2	1	50%	1	1	100%	12	8	67%		1		12	9	75%				12	9	75%
AS	CK	III	3	1	33%	3	1	33%	3	1	33%	3	1	33%	6	2	33%				6	2	33%				6	2	33%
AS	CK	IV	2	1	50%	2	1	50%	2	1	50%	2	1	50%	1	1	100%				1	1	100%				1	1	100%
AS	CR	II	0	0	NA	0	0	NA	0	0	NA	0	0	NA	1	1	100%				1	1	100%				1	1	100%
AS	GA	I	6	1	17%	5	1	20%	5	1	20%	5	1	20%	8	3	38%	2	1		8	4	50%		1		9	5	56%
AS	GA	II	0	0	NA	0	0	NA	0	0	NA	0	0	NA	1	0	0%		1		1	1	100%				1	1	100%
AS	PE	I	4	0	0%	4	1	25%	3	0	0%	3	0	0%	4	0	0%	1			4	0	0%		1		4	1	25%
AS	PE	II	1	0	0%	2	0	0%	3	1	33%	3	1	33%	7	1	14%	1	1		6	2	33%				6	2	33%
AS	PE	III	17	0	0%	17	0	0%	18	0	0%	19	0	0%	26	0	0%				26	0	0%				26	0	0%
AS	PE	IV	1	0	0%	1	0	0%	1	0	0%	1	0	0%	2	0	0%				2	0	0%				2	0	0%
AS	PE	V	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	ST	I	4	3	75%	4	3	75%	3	3	100%	3	3	100%	2	2	100%				2	2	100%				2	2	100%
AS	ST	II	2	0	0%	3	1	33%	3	0	0%	3	1	33%	3	2	67%				3	2	67%				3	2	67%
AS	ST	III	6	1	17%	6	2	33%	6	1	17%	6	1	17%	7	2	29%		1		7	3	43%				7	3	43%
AS	DE	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	0	0	NA				0	0	NA				0	0	NA
PD	EC	I/II/III	0	0	NA	1	1	100%	0	0	NA	0	0	NA	2	0	0%				2	0	0%				2	0	0%
PD	ES	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	DS	I	0	0	NA	0	0	NA	0	0	NA	0	0	NA	3	2	67%				3	2	67%				3	2	67%
PD	DS	II	5	1	20%	6	1	17%	5	1	20%	5	1	20%	12	4	33%	2			12	4	33%		1		12	5	42%
PD	DS	III	1	1	100%	1	1	100%	0	0	NA	0	0	NA	3	0	0%		1		3	1	33%				3	1	33%
PD	DS	IV	1	0	0%	1	0	0%	1	0	0%	1	0	0%	5	0	0%				5	0	0%				5	0	0%
PD	DS	V	1	0	0%	1	0	0%	1	0	0%	1	0	0%	0	0	NA				0	0	NA				0	0	NA
PD	DS	VI	2	0	0%	2	0	0%	2	0	0%	2	0	0%	0	0	NA				0	0	NA				0	0	NA
PD	IS	II	0	0	NA	0	0	NA	0	0	NA	1	0	0%	0	0	NA				0	0	NA				0	0	NA
PD	IS	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	0	0	NA				0	0	NA		1		0	1	NA
PD	IF	II	2	0	0%	2	0	0%	3	1	33%	3	1	33%	3	0	0%	1	1		3	1	33%		1		3	2	67%
PD	IF	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	3	0	0%				3	0	0%				3	0	0%
PD	IF	IV	0	0	NA	0	0	NA	0	0	NA	0	0	NA	1	0	0%				1	0	0%				1	0	0%
PD	WO	I	9	9	100%	10	10	100%	10	10	100%	10	10	100%	11	11	100%	1	-1		10	10	100%				10	10	100%
PD	WO	II	34	13	38%	34	13	38%	36	14	39%	35	14	40%	38	16	42%	1		1	40	17	43%		1		40	18	45%
PD	WO	III	4	1	25%	4	1	25%	7	1	14%	7	1	14%	13	2	15%				12	2	17%				12	2	17%
PD	WO	IV	5	0	0%	5	0	0%	5	0	0%	5	0	0%	7	1	14%				7	1	14%				7	1	14%
TK	AE	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%

TABLE B
DEPARTMENT OF RENEWABLE RESOURCES

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990					
CATEGORY			TOTAL	NATIVES		TOTAL	NATIVES		TOTAL	NATIVES		TOTAL	NATIVES		TOTAL	NATIVES													
GROUP		LEVEL	# OF POSIT.	#	%	# OF POSIT.	#	%	# OF POSIT.	#	%	# OF POSIT.	#	%	# OF POSIT.	#	%	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	%	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	%
TK	IR	III	0	0	NA	0	0	NA	0	0	NA	1	1	100%	0	0	NA				1	0	0%				1	0	0%
TK	IR	IV	3	0	0%	3	0	0%	3	0	0%	3	0	0%	3	0	0%	1			3	0	0%				3	0	0%
TK	IR	V	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	IR	VI	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TR	GT	I	0	0	NA	0	0	NA	0	0	NA	0	0	NA	9	5	56%				5	5	100%				5	5	100%
TR	GT	II	0	0	NA	0	0	NA	0	0	NA	0	0	NA	4	1	25%				1	1	100%				1	1	100%
Hay plan			12	2	17%	12	2	17%	14	3	21%	14	3	21%	16	2	13%				16	2	13%				16	2	13%
Unclassified			7	3	43%	10	5	50%	6	0	0%	6	0	0%	19	12	63%	2			19	12	63%				19	12	63%
DEPARTMENT TOTAL :			141	38	27%	148	45	30%	153	40	26%	154	42	27%	257	81	32%	13	8	1	250	90	36%	0	6	0	251	96	38%

TABLE A
DEPARTMENT OF ECONOMIC DEVELOPMENT AND TOURISM

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989							1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	XS	II	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	1	100%	1	100%
AS	AF	I	0	0	NA	0	0	NA	1	1	100%					1	1	100%	1	1	100%	1	NA
AS	AF	II	1	0	0%	1	0	0%	0	0	NA					0	0	NA	1	1	100%	1	100%
AS	AF	III	1	0	0%	1	0	0%	0	0	NA					0	0	NA	0	0	NA	0	NA
AS	AF	IV	0	0	NA	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	NA
AS	CK	III	6	1	17%	6	2	33%	6	1	17%					6	1	17%	6	2	33%	1	17%
AS	CK	IV	1	0	0%	2	0	0%	0	0	NA					0	0	NA	1	1	100%	1	100%
AS	GA	I	5	1	20%	6	1	17%	6	1	17%					6	1	17%	6	2	33%	1	13%
AS	PS	II	1	0	0%	0	0	NA	0	0	NA		1			1	1	100%	1	1	100%	1	100%
AS	PE	I	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	1	100%	1	NA
AS	PE	II	2	0	0%	2	0	0%	3	0	0%					3	0	0%	3	0	0%	0	0%
AS	PE	III	4	0	0%	3	1	33%	1	0	0%					1	0	0%	1	1	100%	1	100%
AS	PE	IV	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
AS	ST	I	2	2	100%	3	2	67%	4	3	75%					4	3	75%	4	3	75%	1	-25%
AS	ST	II	8	7	88%	8	8	100%	4	2	50%					4	2	50%	4	2	50%	-5	-38%
AS	ST	III	8	2	25%	6	2	33%	14	4	29%					14	4	29%	14	4	29%	2	4%
GL	DC	I	0	0	NA	0	0	NA	2	2	100%					2	2	100%	2	2	100%	2	NA
GL	DC	II	2	2	100%	2	2	100%	0	0	NA					0	0	NA	0	0	NA	-2	NA
PD	EC	I	5	3	60%	2	0	0%	0	0	NA		1			1	1	100%	1	1	100%	-2	40%
PD	EC	II	28	5	18%	30	4	13%	29	3	10%	9	8		Note 1	29	11	38%	29	22	76%	17	58%
PD	EC	III	14	0	0%	14	1	7%	13	1	8%		4		Ongoing training of 4 Trent University student	13	5	38%	13	6	46%	6	46%
PD	EC	IV	7	1	14%	8	1	13%	5	1	20%	1			Intake of 4 additional students.	5	1	20%	5	2	40%	1	26%
PD	EC	V	2	0	0%	2	0	0%	0	0	NA					0	0	NA	0	0	NA	0	NA
PD	DS	I	4	1	25%	5	2	40%	6	4	67%					6	4	67%	6	4	67%	3	42%
PD	DS	II	2	0	0%	2	0	0%	0	0	NA					0	0	NA	1	1	100%	1	100%
PD	DS	IV	1	0	0%	1	0	0%	0	0	NA					0	0	NA	0	0	NA	0	NA
PD	DS	V	0	0	NA	0	0	NA	2	0	0%					2	0	0%	2	0	0%	0	NA
PD	IF	I	1	0	0%	1	0	0%	2	0	0%					2	0	0%	2	1	50%	1	50%
PD	IF	II	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
TX	AE	II	1	0	0%	0	0	NA	1	0	0%	1	1			1	1	100%	2	2	100%	2	100%
May plan			11	1	9%	10	2	20%	18	2	11%		1			18	3	17%	18	3	17%	2	8%
Unclassified			2	1	50%	1	0	0%	0	0	NA					0	0	NA	0	0	NA	-1	NA
DEPARTMENT TOTAL :			120	27	23%	120	28	23%	122	25	20%	11	16	0		124	41	33%	128	64	50%	37	28%

Note 1 : I.S.T.P. continued for 12 officers.
5 to be hired in 1988/89.

TABLE B
DEPARTMENT OF ECONOMIC DEVELOPMENT AND TOURISM

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 -1989						1989 - 1990					
CATEGORY	GROUP	LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	XS	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%		1		1	1	100%
AS	AF	I	0	0	NA	0	0	NA	0	0	NA	0	0	NA	1	1	100%				1	1	100%				1	1	100%
AS	AF	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	0	0	NA				0	0	NA		1		1	1	100%
AS	AF	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	0	0	NA				0	0	NA				0	0	NA
AS	AF	IV	0	0	NA	0	0	NA	0	0	NA	0	0	NA	1	0	0%				1	0	0%				1	0	0%
AS	CK	III	6	1	17%	6	1	17%	6	2	33%	6	2	33%	6	1	17%				6	1	17%		1		6	2	33%
AS	CK	IV	1	0	0%	1	0	0%	2	0	0%	2	0	0%	0	0	NA				0	0	NA		1		1	1	100%
AS	GA	I	5	1	20%	5	2	40%	6	1	17%	6	1	17%	6	1	17%				6	1	17%		1		6	2	33%
AS	PS	II	1	0	0%	1	0	0%	0	0	NA	0	0	NA	0	0	NA		1		1	1	100%				1	1	100%
AS	PE	I	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%		1		1	1	100%
AS	PE	II	2	0	0%	2	0	0%	2	0	0%	2	0	0%	3	0	0%				3	0	0%				3	0	0%
AS	PE	III	4	0	0%	4	0	0%	3	1	33%	3	1	33%	1	0	0%				1	0	0%		1		1	1	100%
AS	PE	IV	0	0	NA	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	ST	I	2	2	100%	2	2	100%	3	2	67%	3	2	67%	4	3	75%				4	3	75%				4	3	75%
AS	ST	II	8	7	88%	8	7	88%	8	8	100%	10	10	100%	4	2	50%				4	2	50%				4	2	50%
AS	ST	III	8	2	25%	8	3	38%	6	2	33%	6	3	50%	14	4	29%				14	4	29%				14	4	29%
GL	DC	I	0	0	NA	0	0	NA	0	0	NA	0	0	NA	2	2	100%				2	2	100%				2	2	100%
GL	DC	II	2	2	100%	2	2	100%	2	2	100%	0	0	NA	0	0	NA				0	0	NA				0	0	NA
PD	EC	I	5	3	60%	6	4	67%	2	0	0%	2	1	50%	0	0	NA		1		1	1	100%				1	1	100%
PD	EC	II	28	5	18%	30	6	20%	30	4	13%	30	7	23%	29	3	10%	9	8		29	11	38%		11		29	22	76%
PD	EC	III	14	0	0%	15	0	0%	14	1	7%	14	1	7%	13	1	8%		4		13	5	38%		1		13	6	46%
PD	EC	IV	7	1	14%	9	1	11%	8	1	13%	8	1	13%	5	1	20%	1			5	1	20%		1		5	2	40%
PD	EC	V	2	0	0%	2	0	0%	2	0	0%	2	0	0%	0	0	NA				0	0	NA				0	0	NA
PD	DS	I	4	1	25%	5	2	40%	5	2	40%	5	2	40%	6	4	67%				6	4	67%				6	4	67%
PD	DS	II	2	0	0%	2	0	0%	2	0	0%	2	0	0%	0	0	NA				0	0	NA		1		1	1	100%
PD	DS	IV	1	0	0%	2	1	50%	1	0	0%	1	0	0%	0	0	NA				0	0	NA				0	0	NA
PD	DS	V	0	0	NA	0	0	NA	0	0	NA	0	0	NA	2	0	0%				2	0	0%				2	0	0%
PD	IF	I	1	0	0%	1	0	0%	1	0	0%	1	0	0%	2	0	0%				2	0	0%		1		2	1	50%
PD	IF	II	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	AE	II	1	0	0%	2	0	0%	0	0	NA	1	1	100%	1	0	0%	1	1		1	1	100%		1		2	2	100%
May plan			11	1	9%	11	1	9%	10	2	20%	10	2	20%	18	2	11%		1		18	3	17%				18	3	17%
Unclassified			2	1	50%	2	1	50%	1	0	0%	1	0	0%	0	0	NA				0	0	NA				0	0	NA
DEPARTMENT TOTAL :			120	27	23%	130	33	25%	120	28	23%	121	34	28%	122	25	20%	11	16	0	124	41	33%	0	23	0	128	64	50%

TABLE A
DEPARTMENT OF EDUCATION

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
PD	IS	VI	6	0	0%	4	0	0%	6	0	0%					6	0	0%	6	0	0%	0	0%
PD	IS	VII	1	0	0%	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	0%
PD	ES	I	142	137	96%	125	115	92%	145	116	80%		1		Hire Special Needs Assistance - Fort Simpson	145	117	81%	145	118	81%	-19	-15%
PD	ES	II	3	2	67%	0	0	NA	3	0	0%					4	0	0%	4	0	0%	-2	-67%
PD	ES	III	46	9	20%	0	0	NA	53	0	0%					55	0	0%	56	0	0%	-9	-20%
PD	IN	I	8	0	0%	64	8	13%	8	8	100%	2	1		Train 2 - Baffin, Hire 1 - Fort Simpson	9	9	100%	10	9	90%	9	90%
PD	IN	II	0	0	NA	0	0	NA	0	0	NA					1	0	0%	2	0	0%	0	NA
PD	IF	II	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
PD	LO	I	0	0	NA	1	1	100%	1	1	100%					1	1	100%	1	1	100%	1	NA
PD	LO	III	0	0	NA	2	1	50%	2	1	50%					2	1	50%	2	1	50%	1	NA
TK	CS	I	2	0	0%	1	0	0%	2	0	0%					1	0	0%	1	0	0%	0	0%
TK	PO	I	0	0	NA	1	1	100%	1	1	100%					1	1	100%	1	1	100%	1	NA
TK	PO	II	4	2	50%	2	0	0%	4	0	0%	1			Train 7 resource centre techn. - Kitikmeot	4	0	0%	4	0	0%	-2	-50%
TK	PO	III	3	0	0%	4	0	0%	3	0	0%					3	0	0%	4	0	0%	0	0%
TK	PO	IV	0	0	NA	2	1	50%	2	1	50%					2	1	50%	2	1	50%	1	NA
TK	PO	VI	0	0	NA	0	0	NA	0	0	NA					0	0	NA	1	1	100%	1	NA
TK	CO	I	0	0	NA	1	1	100%	1	1	100%					1	1	100%	1	1	100%	1	NA
TK	COSS	I	0	0	NA	3	0	0%	3	0	0%					3	0	0%	3	0	0%	0	NA
TK	COSS	II	2	1	50%	0	0	NA	4	1	25%					4	1	25%	4	1	25%	0	-25%
TR	FT		1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
TR	GT	I	3	1	33%	3	1	33%	3	1	33%					3	1	33%	3	1	33%	0	0%
TR	GT	II	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
TR	GT	III	2	0	0%	3	1	33%	2	1	50%					2	1	50%	2	1	50%	1	50%
MI	AT		0	0	NA	21	16	76%	21	16	76%					21	16	76%	21	16	76%	16	NA
Hay plan			14	0	0%	15	0	0%	14	0	0%					14	0	0%	14	0	0%	0	0%
Unclassified			0	0	NA	41	7	17%	7	7	100%					7	7	100%	7	7	100%	7	NA
DEPARTMENT SUBTOTAL			555	302	54%	661	342	52%	645	351	54%	4	6	0		652	357	55%	660	372	56%	70	2%
Teachers/Principals			653	78	12%	767	84	11%	767	99	13%					767	99	13%	767	125	16%	47	4%
Trainees			193	143	74%	141	126	89%	192	126	66%					191	126	66%	190	125	66%	-18	-8%
DEPARTMENT TOTAL :			1401	523	37%	1569	552	35%	1604	576	36%	4	6	0		1610	582	36%	1617	622	38%	99	1%

TABLE A
DEPARTMENT OF EDUCATION

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	XS	I	3	0	0%	3	1	33%	2	1	50%					2	1	50%	2	1	50%	1	50%
AS	XS	II	1	1	100%	1	1	100%	1	1	100%					1	1	100%	1	1	100%	0	0%
AS	AF	I	0	0	NA	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	NA
AS	AF	II	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	AF	III	2	0	0%	2	0	0%	3	0	0%					3	0	0%	3	0	0%	0	0%
AS	AF	IV	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	CK	I	2	1	50%	3	2	67%	2	2	100%					2	2	100%	2	2	100%	1	50%
AS	CK	II	11	2	18%	16	6	38%	11	7	64%					11	7	64%	11	8	73%	6	55%
AS	CK	III	9	1	11%	9	2	22%	9	2	22%		1		Hire 1 clerk - Kitikmeot	9	3	33%	9	3	33%	2	22%
AS	CK	IV	3	0	0%	6	1	17%	3	1	33%					3	1	33%	3	1	33%	1	33%
AS	GA	I	6	1	17%	9	2	22%	9	2	22%					9	2	22%	9	2	22%	1	6%
AS	GA	II	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	GA	III	1	0	0%	3	1	33%	1	1	100%					1	1	100%	1	1	100%	1	100%
AS	GA	IV	2	1	50%	2	1	50%	2	1	50%					2	1	50%	2	1	50%	0	0%
AS	PA	II	0	0	NA	1	1	100%	1	1	100%					1	1	100%	1	1	100%	1	NA
AS	PE	II	2	1	50%	2	1	50%	4	2	50%					4	2	50%	4	2	50%	1	0%
AS	PE	III	11	1	9%	13	1	8%	16	2	13%					16	2	13%	16	3	19%	2	10%
AS	PE	IV	9	2	22%	12	3	25%	10	3	30%					10	3	30%	10	3	30%	1	8%
AS	PE	V	5	0	0%	3	0	0%	5	0	0%					5	0	0%	5	0	0%	0	0%
AS	PS	I	0	0	NA	2	2	100%	2	2	100%					2	2	100%	2	2	100%	2	NA
AS	PS	II	0	0	NA	2	1	50%	2	1	50%					2	1	50%	2	1	50%	1	NA
AS	PS	III	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
AS	ST	I	24	16	67%	16	16	100%	26	17	65%					26	17	65%	26	19	73%	3	6%
AS	ST	II	14	8	57%	19	13	68%	17	13	76%		1		Hire 1 secretary - Fort Smith	17	14	82%	17	15	88%	7	31%
AS	ST	III	9	0	0%	14	1	7%	11	1	9%					11	1	9%	11	1	9%	1	9%
GL	DC	I	116	90	78%	115	94	82%	118	95	81%		1		Hire custodial worker - Fort Smith	119	96	81%	119	96	81%	6	3%
GL	DC	II	8	8	100%	9	8	89%	8	8	100%					8	8	100%	8	8	100%	0	0%
GL	DC	III	1	0	0%	2	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
PD	EC	I	0	0	NA	1	1	100%	1	1	100%					1	1	100%	1	1	100%	1	NA
PD	EC	II	8	5	63%	16	10	63%	10	10	100%					11	10	91%	12	12	100%	7	38%
PD	EC	III	1	0	0%	0	0	NA	0	0	NA					1	0	0%	1	1	100%	1	100%
PD	EC	IV	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
PD	DS	I	0	0	NA	2	1	50%	2	1	50%					2	1	50%	2	2	100%	2	NA
PD	DS	II	4	0	0%	0	0	NA	4	1	25%	1			Train Staff Dev. Officer - Headquarters	4	1	25%	4	1	25%	1	25%
PD	DS	III	11	2	18%	9	4	44%	11	5	45%					11	5	45%	12	6	50%	4	32%
PD	DS	IV	6	0	0%	6	0	0%	6	0	0%					6	0	0%	6	0	0%	0	0%
PD	DS	V	2	0	0%	3	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
PD	DS	VI	3	0	0%	3	0	0%	3	0	0%					3	0	0%	3	0	0%	0	0%
PD	DSEA	I	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
PD	DSEA	II	7	0	0%	7	0	0%	7	0	0%					7	0	0%	7	0	0%	0	0%
PD	DSEA	III	0	0	NA	4	0	0%	4	0	0%					4	0	0%	4	0	0%	0	NA
PD	CCSU	II	0	0	NA	1	1	100%	1	1	100%					1	1	100%	1	1	100%	1	NA
PD	IS	II	20	8	40%	24	9	38%	20	9	45%		1		Hire Dormitory Supervisor - Headquarters	20	10	50%	20	13	65%	5	25%
PD	IS	IV	9	2	22%	11	4	36%	9	4	44%					9	4	44%	9	4	44%	2	22%
PD	IS	V	3	0	0%	5	1	20%	3	1	33%					3	1	33%	4	1	25%	1	25%

TABLE B
DEPARTMENT OF EDUCATION

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	XS	I	3	0	0%	2	0	0%	3	1	33%	2	1	50%	2	1	50%				2	1	50%				2	1	50%
AS	XS	II	1	1	100%	1	1	100%	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
AS	AF	I	0	0	NA	0	0	NA	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
AS	AF	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	AF	III	2	0	0%	3	0	0%	2	0	0%	3	0	0%	3	0	0%				3	0	0%				3	0	0%
AS	AF	IV	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	CK	I	2	1	50%	2	1	50%	3	2	67%	2	2	100%	2	2	100%				2	2	100%				2	2	100%
AS	CK	II	11	2	18%	11	3	27%	16	6	38%	11	7	64%	11	7	64%				11	7	64%		1		11	8	73%
AS	CK	III	9	1	11%	9	3	33%	9	2	22%	9	2	22%	9	2	22%		1		9	3	33%				9	3	33%
AS	CK	IV	3	0	0%	3	0	0%	6	1	17%	3	1	33%	3	1	33%				3	1	33%				3	1	33%
AS	GA	I	6	1	17%	7	3	43%	9	2	22%	9	2	22%	9	2	22%				9	2	22%				9	2	22%
AS	GA	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	GA	III	1	0	0%	1	0	0%	3	1	33%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
AS	GA	IV	2	1	50%	2	1	50%	2	1	50%	2	1	50%	2	1	50%				2	1	50%				2	1	50%
AS	PA	II	0	0	NA	0	0	NA	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
AS	PE	II	2	1	50%	3	1	33%	2	1	50%	4	2	50%	4	2	50%				4	2	50%				4	2	50%
AS	PE	III	11	1	9%	15	3	20%	13	1	8%	16	2	13%	16	2	13%				16	2	13%			1	16	3	19%
AS	PE	IV	9	2	22%	10	2	20%	12	3	25%	10	3	30%	10	3	30%				10	3	30%				10	3	30%
AS	PE	V	5	0	0%	5	0	0%	3	0	0%	5	0	0%	5	0	0%				5	0	0%				5	0	0%
AS	PS	I	0	0	NA	0	0	NA	2	2	100%	2	2	100%	2	2	100%				2	2	100%				2	2	100%
AS	PS	II	0	0	NA	0	0	NA	2	1	50%	2	1	50%	2	1	50%				2	1	50%				2	1	50%
AS	PS	III	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	ST	I	24	16	67%	26	19	73%	16	16	100%	26	17	65%	26	17	65%				26	17	65%		2		26	19	73%
AS	ST	II	14	8	57%	17	10	59%	19	13	68%	17	13	76%	17	13	76%		1		17	14	82%		1		17	15	88%
AS	ST	III	9	0	0%	11	1	9%	14	1	7%	11	1	9%	11	1	9%				11	1	9%				11	1	9%
GL	DC	I	116	90	78%	117	92	79%	115	94	82%	118	95	81%	118	95	81%		1		119	96	81%				119	96	81%
GL	DC	II	8	8	100%	8	8	100%	9	8	89%	8	8	100%	8	8	100%				8	8	100%				8	8	100%
GL	DC	III	1	0	0%	1	0	0%	2	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	EC	I	0	0	NA	0	0	NA	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
PD	EC	II	8	5	63%	9	6	67%	16	10	63%	10	10	100%	10	10	100%				11	10	91%	2	2		12	12	100%
PD	EC	III	1	0	0%	0	0	NA	0	0	NA	0	0	NA	0	0	NA				1	0	0%		1		1	1	100%
PD	EC	IV	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	DS	I	0	0	NA	0	0	NA	2	1	50%	2	1	50%	2	1	50%				2	1	50%		1		2	2	100%
PD	DS	II	4	0	0%	4	1	25%	0	0	NA	4	1	25%	4	1	25%	1			4	1	25%				4	1	25%
PD	DS	III	11	2	18%	11	3	27%	9	4	44%	11	5	45%	11	5	45%				11	5	45%		1		12	6	50%
PD	DS	IV	6	0	0%	6	0	0%	6	0	0%	6	0	0%	6	0	0%				6	0	0%				6	0	0%
PD	DS	V	2	0	0%	2	0	0%	3	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
PD	DS	VI	3	0	0%	3	0	0%	3	0	0%	3	0	0%	3	0	0%				3	0	0%				3	0	0%
PD	DSEA	I	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	DSEA	II	7	0	0%	7	0	0%	7	0	0%	7	0	0%	7	0	0%				7	0	0%				7	0	0%
PD	DSEA	III	0	0	NA	0	0	NA	4	0	0%	4	0	0%	4	0	0%				4	0	0%				4	0	0%
PD	CCSU	II	0	0	NA	0	0	NA	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
PD	IS	II	20	8	40%	20	8	40%	24	9	38%	20	9	45%	20	9	45%		1		20	10	50%		3		20	13	65%
PD	IS	IV	9	2	22%	9	2	22%	11	4	36%	9	4	44%	9	4	44%				9	4	44%				9	4	44%
PD	IS	V	3	0	0%	3	0	0%	5	1	20%	3	1	33%	3	1	33%				3	1	33%				4	1	25%

TABLE B
DEPARTMENT OF EDUCATION

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
PD	IS	VI	6	0	0%	6	0	0%	4	0	0%	6	0	0%	6	0	0%				6	0	0%				6	0	0%
PD	IS	VII	1	0	0%	1	0	0%	0	0	NA	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	ES	I	142	137	96%	143	138	97%	125	115	92%	145	116	80%	145	116	80%		1		145	117	81%		1		145	118	81%
PD	ES	II	3	2	67%	3	2	67%	0	0	NA	3	0	0%	3	0	0%				4	0	0%				4	0	0%
PD	ES	III	46	9	20%	48	11	23%	0	0	NA	53	0	0%	53	0	0%				55	0	0%				56	0	0%
PD	IN	I	8	0	0%	8	1	13%	64	8	13%	8	8	100%	8	8	100%	2	1		9	9	100%	3			10	9	90%
PD	IN	II	0	0	NA	0	0	NA	0	0	NA	0	0	NA	0	0	NA				1	0	0%				2	0	0%
PD	IF	II	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	LO	I	0	0	NA	0	0	NA	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
PD	LO	III	0	0	NA	0	0	NA	2	1	50%	2	1	50%	2	1	50%				2	1	50%				2	1	50%
TK	CS	I	2	0	0%	2	0	0%	1	0	0%	2	0	0%	2	0	0%				1	0	0%				1	0	0%
TK	PO	I	0	0	NA	0	0	NA	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
TK	PO	II	4	2	50%	4	2	50%	2	0	0%	4	0	0%	4	0	0%	1			4	0	0%	2			4	0	0%
TK	PO	III	3	0	0%	3	0	0%	4	0	0%	3	0	0%	3	0	0%				3	0	0%				4	0	0%
TK	PO	IV	0	0	NA	0	0	NA	2	1	50%	2	1	50%	2	1	50%				2	1	50%				2	1	50%
TK	PO	VI	0	0	NA	0	0	NA	0	0	NA	0	0	NA	0	0	NA				0	0	NA		1		1	1	100%
TK	CO	I	0	0	NA	0	0	NA	1	1	100%	1	1	100%	1	1	100%				1	1	100%				1	1	100%
TK	COSS	I	0	0	NA	0	0	NA	3	0	0%	3	0	0%	3	0	0%				3	0	0%				3	0	0%
TK	COSS	II	2	1	50%	3	1	33%	0	0	NA	4	1	25%	4	1	25%				4	1	25%				4	1	25%
TR	FT		1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TR	GT	I	3	1	33%	3	1	33%	3	1	33%	3	1	33%	3	1	33%				3	1	33%				3	1	33%
TR	GT	II	2	0	0%	2	0	0%	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
TR	GT	III	2	0	0%	2	0	0%	3	1	33%	2	1	50%	2	1	50%				2	1	50%				2	1	50%
MI	AT		0	0	NA	0	0	NA	21	16	76%	21	16	76%	21	16	76%				21	16	76%				21	16	76%
Hay plan			14	0	0%	14	0	0%	15	0	0%	14	0	0%	14	0	0%				14	0	0%				14	0	0%
Unclassified			0	0	NA	0	0	NA	41	7	17%	7	7	100%	7	7	100%				7	7	100%				7	7	100%
DEPARTMENT SUBTOTAL			555	302	54%	574	324	56%	661	342	52%	645	351	54%	645	351	54%	4	6	0	652	357	55%	7	14	1	660	372	56%
Teachers/Principals			653	78	12%	655	102	16%	767	84	11%	767	99	13%	767	99	13%				767	99	13%		26		767	125	16%
Trainees			193	143	74%	190	142	75%	141	126	89%	192	126	66%	192	126	66%				191	126	66%		-1		190	125	66%
DEPARTMENT TOTAL :			1401	523	37%	1419	568	40%	1569	552	35%	1604	576	36%	1604	576	36%	4	6	0	1610	582	36%	7	39	1	1617	622	38%

TABLE A
DEPARTMENT OF JUSTICE

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989								1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	XS	I	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	1	100%	1	100%
AS	XS	II	3	0	0%	3	0	0%	3	0	0%					3	0	0%	3	0	0%	0	0%
AS	AF	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	CK	II	8	1	13%	8	1	13%	8	1	13%					8	1	13%	8	2	25%	1	13%
AS	CK	III	16	2	13%	16	2	13%	16	1	6%			1		16	1	6%	16	2	13%	0	0%
AS	CK	IV	8	0	0%	8	1	13%	8	0	0%					8	1	13%	8	2	25%	2	25%
AS	CK	V	6	0	0%	6	0	0%	6	0	0%			1		6	0	0%	6	0	0%	0	0%
AS	GA	I	2	0	0%	2	0	0%	2	0	0%					2	1	50%	2	1	50%	1	50%
AS	GA	II	4	0	0%	4	0	0%	4	1	25%					4	1	25%	4	1	25%	1	25%
AS	GA	III	2	0	0%	2	0	0%	2	1	50%					2	1	50%	2	1	50%	1	50%
AS	GA	IV	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
AS	PE		1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	PE	IV	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	PELG		1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	PELG	I	6	0	0%	8	0	0%	9	0	0%					9	0	0%	9	0	0%	0	0%
AS	ST	II	7	1	14%	7	1	14%	9	1	11%			1		9	1	11%	9	1	11%	0	-3%
AS	ST	III	12	0	0%	12	0	0%	12	0	0%					12	1	8%	12	1	8%	1	8%
AS	STCR	II	6	0	0%	6	1	17%	9	1	11%					9	1	11%	9	2	22%	2	22%
PD	DS	I	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
PD	DS	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
PD	IS	IV	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
TK	AE	IV	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
TK	IR	I	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
TK	IR	II	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
TK	IR	III	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
TK	IR	IV	7	0	0%	7	0	0%	7	0	0%					7	0	0%	7	1	14%	1	14%
TK	IR	V	14	0	0%	14	0	0%	14	0	0%					14	0	0%	14	0	0%	0	0%
TK	IR	VII	3	0	0%	3	0	0%	3	0	0%					3	0	0%	3	0	0%	0	0%
Hay plan			9	0	0%	12	0	0%	12	0	0%					12	0	0%	12	0	0%	0	0%
Executive			4	0	0%	4	0	0%	4	0	0%					4	0	0%	4	0	0%	0	0%
DEPARTMENT TOTAL :			134	4	3%	139	6	4%	145	6	4%	0	3	0		145	9	6%	145	15	10%	11	7%

TABLE B
DEPARTMENT OF JUSTICE

POSITIONS			ACTUAL (DEC. 85)			Plan (86)			ACTUAL (DEC. 86)			Plan (87)			ACTUAL (DEC. 87)			1988 -1989						1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	XS	I	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%		1		1	1	100%
AS	XS	II	3	0	0%	3	0	0%	3	0	0%	3	0	0%	3	0	0%				3	0	0%				3	0	0%
AS	AF	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	CK	II	8	1	13%	8	4	50%	8	1	13%	8	2	25%	8	1	13%				8	1	13%		1		8	2	25%
AS	CK	III	16	2	13%	16	4	25%	16	2	13%	16	4	25%	16	1	6%				16	1	6%		1		16	2	13%
AS	CK	IV	8	0	0%	8	0	0%	8	1	13%	8	1	13%	8	0	0%		1		8	1	13%		1		8	2	25%
AS	CK	V	6	0	0%	6	0	0%	6	0	0%	6	0	0%	6	0	0%				6	0	0%				6	0	0%
AS	GA	I	2	0	0%	2	0	0%	2	0	0%	2	1	50%	2	0	0%		1		2	1	50%				2	1	50%
AS	GA	II	4	0	0%	4	0	0%	4	0	0%	4	1	25%	4	1	25%				4	1	25%				4	1	25%
AS	GA	III	2	0	0%	2	0	0%	2	0	0%	2	0	0%	2	1	50%				2	1	50%				2	1	50%
AS	GA	IV	2	0	0%	2	0	0%	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
AS	PE		1	0	0%	1	0	0%	1	0	0%	1	1	100%	1	0	0%				1	0	0%				1	0	0%
AS	PE	IV	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	PELG		1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	PELG	I	6	0	0%	10	0	0%	8	0	0%	9	0	0%	9	0	0%				9	0	0%				9	0	0%
AS	ST	II	7	1	14%	9	4	44%	7	1	14%	9	2	22%	9	1	11%				9	1	11%				9	1	11%
AS	ST	III	12	0	0%	12	2	17%	12	0	0%	12	3	25%	12	0	0%		1		12	1	8%				12	1	8%
AS	STCR	II	6	0	0%	8	1	13%	6	1	17%	8	3	38%	9	1	11%				9	1	11%		1		9	2	22%
PD	DS	I	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	DS	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	IS	IV	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	AE	IV	2	0	0%	2	0	0%	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
TK	IR	I	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	IR	II	2	0	0%	2	1	50%	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
TK	IR	III	2	0	0%	2	0	0%	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
TK	IR	IV	7	0	0%	7	1	14%	7	0	0%	7	0	0%	7	0	0%				7	0	0%		1		7	1	14%
TK	IR	V	14	0	0%	14	0	0%	14	0	0%	14	0	0%	14	0	0%				14	0	0%				14	0	0%
TK	IR	VII	3	0	0%	3	0	0%	3	0	0%	3	0	0%	3	0	0%				3	0	0%				3	0	0%
Hay plan			9	0	0%	9	0	0%	12	0	0%	12	0	0%	12	0	0%				12	0	0%				12	0	0%
Executive			4	0	0%	4	0	0%	4	0	0%	4	0	0%	4	0	0%				4	0	0%				4	0	0%
DEPARTMENT TOTAL :			134	4	3%	142	17	12%	139	6	4%	144	18	13%	145	6	4%	0	3	0	145	9	6%	0	6	0	145	15	10%

TABLE A
WORKERS' COMPENSATION BOARD

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989							1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	XS	I	1	0	0%	1	0	0%	0	0	NA					0	0	NA	0	0	NA	0	NA
AS	XS	II	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	XS	III	0	0	NA	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	NA
AS	AF	II	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	CK	I	4	0	0%	4	0	0%	2	0	0%		1			2	1	50%	2	1	50%	1	50%
AS	CK	II	4	0	0%	4	0	0%	4	1	25%					4	1	25%	4	2	50%	2	50%
AS	CK	III	3	0	0%	4	0	0%	6	1	17%					5	1	20%	5	2	40%	2	40%
AS	CK	IV	2	0	0%	1	0	0%	1	0	0%					2	0	0%	2	1	50%	1	50%
AS	GA	II	2	0	0%	2	0	0%	1	0	0%					1	0	0%	1	1	100%	1	100%
AS	GA	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	ST	I	3	0	0%	3	0	0%	3	0	0%		1			3	1	33%	3	2	67%	2	67%
AS	ST	II	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	1	50%	1	50%
AS	ST	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
PD	DS	IV	0	0	NA	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	NA
PD	WC	I	4	0	0%	4	0	0%	4	0	0%			1		4	1	25%	4	1	25%	1	25%
PD	WC	II	5	0	0%	5	1	20%	6	1	17%					6	1	17%	6	2	33%	2	33%
PD	WC	III	4	0	0%	4	0	0%	4	0	0%					4	0	0%	4	0	0%	0	0%
PD	WC	IV	2	1	50%	2	1	50%	2	1	50%					2	1	50%	2	1	50%	0	0%
PD	IS	II	1	0	0%	0	0	NA	0	0	NA					0	0	NA	0	0	NA	0	NA
PD	IS	III	1	1	100%	1	0	0%	0	0	NA					0	0	NA	0	0	NA	-1	NA
PD	IS	IV	0	0	NA	2	0	0%	2	0	0%					1	0	0%	1	0	0%	0	NA
PD	IS	V	1	0	0%	0	0	NA	0	0	NA					1	0	0%	1	0	0%	0	0%
TK	COSS	I	2	0	0%	1	0	0%	0	0	NA					0	0	NA	0	0	NA	0	NA
TK	COSS	II	1	0	0%	0	0	NA	0	0	NA					0	0	NA	0	0	NA	0	NA
TK	CO	I	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
TK	CO	II	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
Hay plan			4	0	0%	4	0	0%	4	0	0%					4	0	0%	4	1	25%	1	25%
Trainees			0	0	NA	0	0	NA	2	0	0%	2	2			2	2	100%	2	2	100%	2	NA
Unclassified			1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
DEPARTMENT TOTAL :			52	2	4%	51	2	4%	52	4	8%	2	4	1		52	9	17%	52	17	33%	15	29%

TABLE B
WORKERS' COMPENSATION BOARD

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 -1989						1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	XS	I	1	0	0%	1	0	0%	1	0	0%	1	0	0%	0	0	NA				0	0	NA				0	0	NA
AS	XS	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	XS	III	0	0	NA	0	0	NA	0	0	NA	0	0	NA	1	0	0%				1	0	0%				1	0	0%
AS	AF	II	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	CK	I	4	0	0%	4	1	25%	4	0	0%	4	1	25%	2	0	0%		1		2	1	50%				2	1	50%
AS	CK	II	4	0	0%	4	1	25%	4	0	0%	4	1	25%	4	1	25%				4	1	25%		1		4	2	50%
AS	CK	III	3	0	0%	3	0	0%	4	0	0%	4	1	25%	6	1	17%				5	1	20%			1	5	2	40%
AS	CK	IV	2	0	0%	2	0	0%	1	0	0%	1	0	0%	1	0	0%				2	0	0%		1		2	1	50%
AS	GA	II	2	0	0%	2	0	0%	2	0	0%	2	0	0%	1	0	0%				1	0	0%		1		1	1	100%
AS	GA	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	ST	I	3	0	0%	3	2	67%	3	0	0%	3	1	33%	3	0	0%		1		3	1	33%		1		3	2	67%
AS	ST	II	2	0	0%	1	0	0%	2	0	0%	2	0	0%	2	0	0%				2	0	0%		1		2	1	50%
AS	ST	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	DS	IV	0	0	NA	0	0	NA	0	0	NA	0	0	NA	1	0	0%				1	0	0%				1	0	0%
PD	WC	I	4	0	0%	4	0	0%	4	0	0%	4	0	0%	4	0	0%			1	4	1	25%				4	1	25%
PD	WC	II	5	0	0%	5	0	0%	5	1	20%	5	1	20%	6	1	17%				6	1	17%			1	6	2	33%
PD	WC	III	4	0	0%	4	0	0%	4	0	0%	4	0	0%	4	0	0%				4	0	0%				4	0	0%
PD	WC	IV	2	1	50%	2	1	50%	2	1	50%	2	1	50%	2	1	50%				2	1	50%				2	1	50%
PD	IS	II	1	0	0%	1	1	100%	0	0	NA	0	0	NA	0	0	NA				0	0	NA				0	0	NA
PD	IS	III	1	1	100%	1	1	100%	1	0	0%	0	0	NA	0	0	NA				0	0	NA				0	0	NA
PD	IS	IV	0	0	NA	0	0	NA	2	0	0%	1	0	0%	2	0	0%				1	0	0%				1	0	0%
PD	IS	V	1	0	0%	1	0	0%	0	0	NA	1	0	0%	0	0	NA				1	0	0%				1	0	0%
TK	COSS	I	2	0	0%	2	0	0%	1	0	0%	0	0	NA	0	0	NA				0	0	NA				0	0	NA
TK	COSS	II	1	0	0%	1	1	100%	0	0	NA	0	0	NA	0	0	NA				0	0	NA				0	0	NA
TK	CO	I	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	CO	II	1	0	0%	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
Hay plan			4	0	0%	4	1	25%	4	0	0%	4	0	0%	4	0	0%				4	0	0%		1		4	1	25%
Trainees			0	0	NA	0	0	NA	0	0	NA	0	0	NA	2	0	0%	2	2		2	2	100%				2	2	100%
Unclassified			1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
DEPARTMENT TOTAL :			52	2	4%	50	9	18%	51	2	4%	49	6	12%	52	4	8%	2	4	1	52	9	17%	0	6	2	52	17	33%

TABLE A
DEPARTMENT OF HEALTH

POSITIONS			ACTUAL (DEC. 85)			ACTUAL (DEC. 86)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	XS	I	2	0	0%	2	0	0%	2	0	0%		1			2	1	50%	2	1	50%	1	50%
AS	XS	II	1	0	0%	1	1	100%	1	1	100%					1	1	100%	2	1	50%	1	50%
AS	AF	I	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	2	100%	2	100%
AS	AF	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	1	100%	1	100%
AS	CK	II	7	2	29%	7	1	14%	7	1	14%		1			7	2	29%	10	3	30%	1	1%
AS	CK	III	16	1	6%	16	1	6%	16	1	6%		3			16	4	25%	16	5	31%	4	25%
AS	CK	IV	3	0	0%	3	1	33%	3	0	0%			1		3	1	33%	3	1	33%	1	33%
AS	CK	V	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	GA	I	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	PE	I	2	0	0%	2	1	50%	2	1	50%					2	1	50%	2	1	50%	1	50%
AS	PE	II	0	0	NA	0	0	NA	0	0	NA					0	0	NA	1	1	100%	1	NA
AS	PE	III	3	0	0%	3	0	0%	3	0	0%					3	0	0%	3	3	100%	3	100%
AS	ST	II	2	0	0%	2	0	0%	2	0	0%		1			2	1	50%	2	1	50%	1	50%
AS	ST	III	7	0	0%	7	0	0%	7	0	0%		1			7	1	14%	7	2	29%	2	29%
AS	ST	IV	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
PD	DS	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
PD	IF	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	1	100%	1	100%
PD	IF	IV	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
TK	COSS	I	3	0	0%	3	1	33%	3	1	33%					3	1	33%	3	1	33%	1	33%
Hay plan			5	0	0%	5	0	0%	5	0	0%					5	0	0%	5	0	0%	0	0%
Unclassified			7	0	0%	17	0	0%	17	0	0%					17	0	0%	10	1	10%	1	10%
DEPARTMENT TOTAL :			67	3	4%	77	6	8%	77	5	6%	0	7	1		77	13	17%	75	25	33%	22	29%

TABLE B
DEPARTMENT OF HEALTH

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 -1989						1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	XS	I	2	0	0%	2	1	50%	2	0	0%	2	0	0%	2	0	0%		1		2	1	50%				2	1	50%
AS	XS	II	1	0	0%	1	0	0%	1	1	100%	2	2	100%	1	1	100%				1	1	100%				2	1	50%
AS	AF	I	2	0	0%	2	0	0%	2	0	0%	2	0	0%	2	0	0%				2	0	0%		2		2	2	100%
AS	AF	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%		1		1	1	100%
AS	CK	II	7	2	29%	7	4	57%	7	1	14%	8	4	50%	7	1	14%		1		7	2	29%		1		10	3	30%
AS	CK	III	16	1	6%	16	4	25%	16	1	6%	16	3	19%	16	1	6%		3		16	4	25%			1	16	5	31%
AS	CK	IV	3	0	0%	3	1	33%	3	1	33%	3	2	67%	3	0	0%			1	3	1	33%				3	1	33%
AS	CK	V	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	GA	I	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	PE	I	2	0	0%	2	0	0%	2	1	50%	2	1	50%	2	1	50%				2	1	50%				2	1	50%
AS	PE	II	0	0	NA	0	0	NA	0	0	NA	0	0	NA	0	0	NA				0	0	NA		1		1	1	100%
AS	PE	III	3	0	0%	3	0	0%	3	0	0%	3	0	0%	3	0	0%				3	0	0%		3		3	3	100%
AS	ST	II	2	0	0%	2	0	0%	2	0	0%	2	1	50%	2	0	0%		1		2	1	50%				2	1	50%
AS	ST	III	7	0	0%	7	1	14%	7	0	0%	7	2	29%	7	0	0%		1		7	1	14%		1		7	2	29%
AS	ST	IV	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	DS	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	IF	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%		1		1	1	100%
PD	IF	IV	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TX	COSS	I	3	0	0%	3	0	0%	3	1	33%	3	1	33%	3	1	33%				3	1	33%				3	1	33%
Hay plan			5	0	0%	5	0	0%	5	0	0%	5	0	0%	5	0	0%				5	0	0%				5	0	0%
Unclassified			7	0	0%	9	1	11%	17	0	0%	9	0	0%	17	0	0%				17	0	0%		1		10	1	10%
DEPARTMENT TOTAL :			67	3	4%	69	12	17%	77	6	8%	71	16	23%	77	5	6%	0	7	1	77	13	17%	0	11	1	75	25	33%

TABLE A
NORTHWEST TERRITORIES HOUSING CORPORATION

POSITIONS			ACTUAL (DEC. 85)			ACTUAL DEC. 86)			ACTUAL DEC. 87)			1988 - 1989							1989 - 1990			CHANGE 85-90	
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	ACTION PLANNED	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	NATIVE DISTRIBUTION #	NATIVE DISTRIBUTION %
AS	XS	I	2	1	33%	3	0	0%	3	0	0%					3	0	0%	3	0	0%	-1	-33%
AS	XS	II	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	AF	I	2	0	0%	2	0	0%	3	0	0%					3	0	0%	3	0	0%	0	0%
AS	AF	II	5	0	0%	1	0	0%	1	0	0%		1			1	1	100%	2	2	100%	2	100%
AS	AF	III	2	0	0%	6	0	0%	7	0	0%					7	0	0%	7	0	0%	0	0%
AS	AF	IV	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	CK	I	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	CK	II	2	1	50%	0	0	NA	4	1	25%					4	1	25%	4	1	25%	0	-25%
AS	CK	III	9	1	11%	10	2	20%	10	4	40%		2			10	6	60%	10	8	80%	7	69%
AS	CK	IV	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
AS	GA	I	2	0	0%	3	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
AS	GA	II	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	GA	III	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
AS	PS	II	1	1	100%	2	0	0%	2	1	50%					2	1	50%	2	2	100%	1	0%
AS	PS	III	1	0	0%	1	0	0%	0	0	NA					0	0	NA	0	0	NA	0	NA
AS	PA	I	2	0	0%	2	0	0%	2	0	0%					2	0	0%	2	0	0%	0	0%
AS	PE	I	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
AS	PE	II	3	0	0%	3	0	0%	6	0	0%					6	0	0%	6	0	0%	0	0%
AS	PE	III	2	0	0%	1	0	0%	3	0	0%					3	0	0%	3	0	0%	0	0%
AS	PE	IV	2	0	0%	2	0	0%	2	0	0%	1				2	0	0%	2	0	0%	0	0%
AS	ST	I	2	1	50%	1	1	100%	3	2	67%					3	2	67%	3	2	67%	1	17%
AS	ST	II	3	1	33%	6	3	50%	9	5	56%					9	5	56%	9	5	56%	4	22%
AS	ST	III	1	1	100%	2	0	0%	3	0	0%					3	0	0%	3	0	0%	-1	-100%
PD	DS	III	20	2	10%	15	5	33%	20	4	20%	5	3			20	7	35%	20	9	45%	7	35%
PD	DS	IV	0	0	NA	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	NA
PD	DS	V	2	1	50%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	-1	-50%
TK	PO	I	2	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
TK	PO	III	0	0	NA	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	NA
TK	PO	IV	3	0	0%	0	0	NA	0	0	NA					0	0	NA	0	0	NA	0	NA
TK	PO	V	1	0	0%	1	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
TK	AE	II	24	1	4%	37	6	16%	42	7	17%	4	1			42	8	19%	42	11	26%	10	22%
TK	AE	III	5	0	0%	8	0	0%	7	0	0%		1			7	1	14%	7	1	14%	1	14%
TK	AE	IV	6	0	0%	4	0	0%	5	0	0%					5	0	0%	5	1	20%	1	20%
TK	AE	V	1	0	0%	2	0	0%	1	0	0%					1	0	0%	1	0	0%	0	0%
TK	COSS	I	1	0	0%	2	0	0%	4	1	25%					4	1	25%	4	1	25%	1	25%
TK	CS	II	0	0	NA	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	NA
TK	CS	IV	0	0	NA	0	0	NA	1	0	0%					1	0	0%	1	0	0%	0	NA
TR	GT	III	0	0	NA	0	0	NA	0	0	NA					0	0	NA	0	0	NA	0	NA
Hay plan			14	1	7%	13	1	8%	16	1	6%		2			16	3	19%	16	3	19%	2	12%
DEPARTMENT TOTAL :			128	12	9%	137	18	13%	170	26	15%	10	10	0		170	36	21%	171	46	27%	34	18%

TABLE B
NORTHWEST TERRITORIES HOUSING CORPORATION

POSITIONS			ACTUAL (DEC. 85)			PLAN (86)			ACTUAL (DEC. 86)			PLAN (87)			ACTUAL (DEC. 87)			1988 - 1989						1989 - 1990					
CATEGORY GROUP		LEVEL	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %	TRAIN #	HIRE #	PROM. #	TOTAL # OF POSIT.	NATIVES #	NATIVES %
AS	XS	I	3	1	33%	3	1	33%	3	0	0%	3	0	0%	3	0	0%				3	0	0%				3	0	0%
AS	XS	II	1	0	0%	1	1	100%	1	0	0%	1	1	100%	1	0	0%				1	0	0%				1	0	0%
AS	AF	I	2	0	0%	2	0	0%	2	0	0%	2	1	50%	3	0	0%				3	0	0%				3	0	0%
AS	AF	II	5	0	0%	5	0	0%	1	0	0%	1	0	0%	1	0	0%		1		1	1	100%		1		2	2	100%
AS	AF	III	2	0	0%	2	0	0%	6	0	0%	2	0	0%	7	0	0%				7	0	0%				7	0	0%
AS	AF	IV	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	CK	I	1	0	0%	1	1	100%	1	0	0%	1	1	100%	1	0	0%				1	0	0%				1	0	0%
AS	CK	II	2	1	50%	2	2	100%	0	0	NA	2	1	50%	4	1	25%				4	1	25%				4	1	25%
AS	CK	III	9	1	11%	9	1	11%	10	2	20%	9	2	22%	10	4	40%		2		10	6	60%		2		10	8	80%
AS	CK	IV	2	0	0%	2	0	0%	2	0	0%	2	0	0%	2	0	0%				2	0	0%				2	0	0%
AS	GA	I	2	0	0%	2	0	0%	3	0	0%	1	0	0%	2	0	0%				2	0	0%				2	0	0%
AS	GA	II	1	0	0%	1	0	0%	1	0	0%	1	1	100%	1	0	0%				1	0	0%				1	0	0%
AS	GA	III	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	PS	II	1	1	100%	1	1	100%	1	0	0%	1	0	0%	2	1	50%				2	1	50%		1		2	2	100%
AS	PS	III	1	0	0%	1	0	0%	1	0	0%	1	1	100%	0	0	NA				0	0	NA				0	0	NA
AS	PA	I	2	0	0%	3	2	67%	2	0	0%	3	2	67%	2	0	0%				2	0	0%				2	0	0%
AS	PE	I	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
AS	PE	II	3	0	0%	3	1	33%	3	0	0%	3	0	0%	6	0	0%				6	0	0%				6	0	0%
AS	PE	III	2	0	0%	2	0	0%	1	0	0%	2	0	0%	3	0	0%				3	0	0%				3	0	0%
AS	PE	IV	2	0	0%	2	0	0%	2	0	0%	1	0	0%	2	0	0%	1			2	0	0%				2	0	0%
AS	ST	I	2	1	50%	2	2	100%	1	1	100%	2	2	100%	3	2	67%				3	2	67%				3	2	67%
AS	ST	II	3	1	33%	3	2	67%	6	3	50%	3	3	100%	9	5	56%				9	5	56%				9	5	56%
AS	ST	III	1	1	100%	1	1	100%	2	0	0%	1	0	0%	3	0	0%				3	0	0%				3	0	0%
PD	DS	III	20	2	10%	20	6	30%	15	5	33%	20	9	45%	20	4	20%	5	3		20	7	35%	5		2	20	9	45%
PD	DS	IV	0	0	NA	0	0	NA	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
PD	DS	V	2	1	50%	2	1	50%	1	0	0%	2	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	PO	I	2	0	0%	2	0	0%	1	0	0%	2	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	PO	III	0	0	NA	0	0	NA	0	0	NA	0	0	NA	1	0	0%				1	0	0%				1	0	0%
TK	PO	IV	3	0	0%	3	0	0%	0	0	NA	0	0	NA	0	0	NA				0	0	NA				0	0	NA
TK	PO	V	1	0	0%	1	0	0%	1	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	AE	II	24	1	4%	24	8	33%	37	6	16%	24	13	54%	42	7	17%	4	1		42	8	19%	5		3	42	11	26%
TK	AE	III	5	0	0%	5	2	40%	8	0	0%	5	2	40%	7	0	0%		1		7	1	14%				7	1	14%
TK	AE	IV	6	0	0%	6	0	0%	4	0	0%	6	0	0%	5	0	0%				5	0	0%		1		5	1	20%
TK	AE	V	1	0	0%	1	0	0%	2	0	0%	1	0	0%	1	0	0%				1	0	0%				1	0	0%
TK	COSS	I	1	0	0%	1	0	0%	2	0	0%	1	0	0%	4	1	25%				4	1	25%				4	1	25%
TK	CS	II	0	0	NA	0	0	NA	0	0	NA	0	0	NA	1	0	0%				1	0	0%				1	0	0%
TK	CS	IV	0	0	NA	0	0	NA	0	0	NA	0	0	NA	1	0	0%				1	0	0%				1	0	0%
TR	GT	III	0	0	NA	27	27	100%	0	0	NA	27	0	0%	0	0	NA				0	0	NA				0	0	NA
Hay plan			14	1	7%	14	1	7%	13	1	8%	14	3	21%	16	1	6%		2		16	3	19%				16	3	19%
DEPARTMENT TOTAL :			128	12	9%	156	60	38%	137	18	13%	149	42	28%	170	26	15%	10	10	0	170	36	21%	10	5	5	171	46	27%